

ANNUAL  
HIRING  
PROCESS

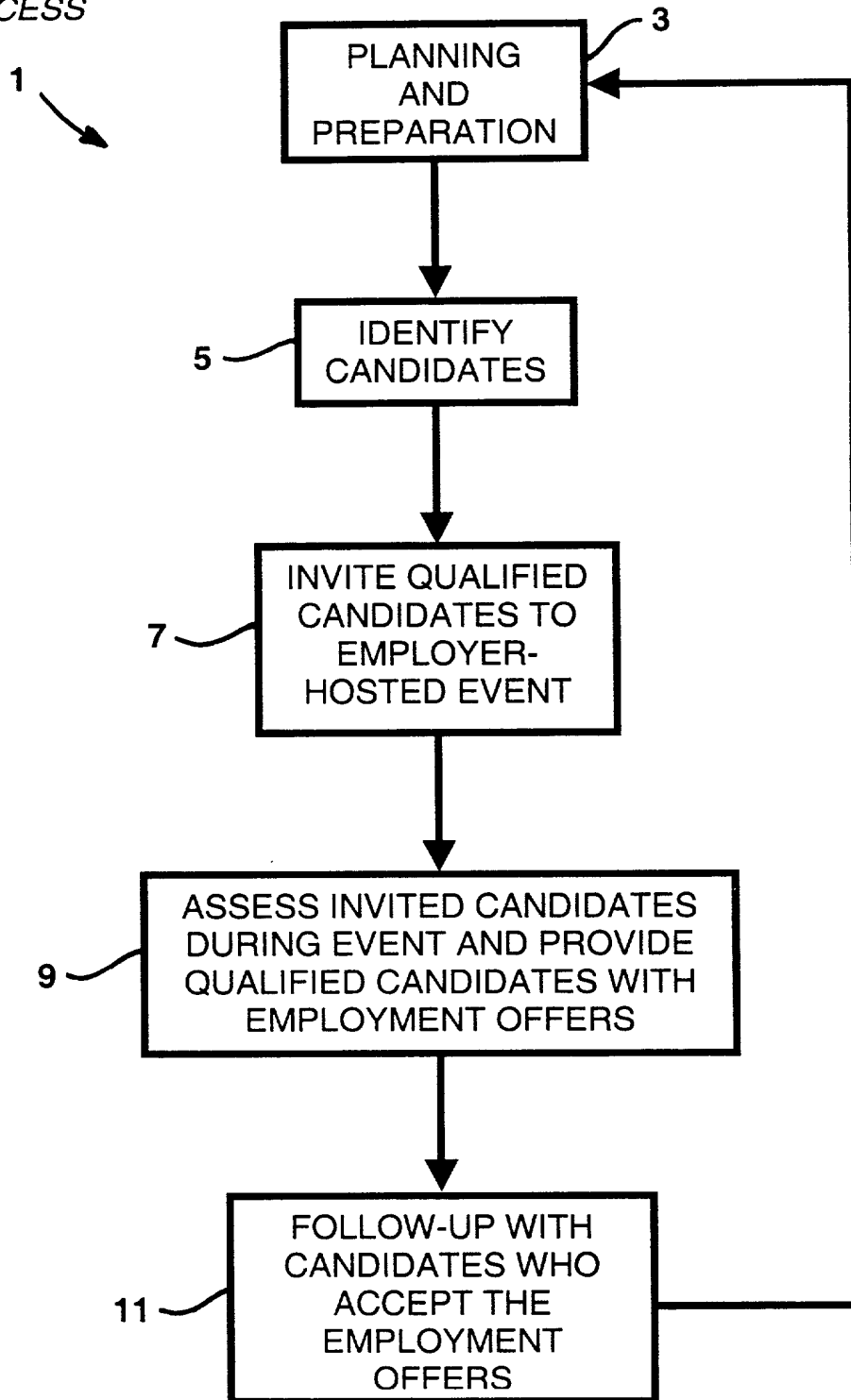
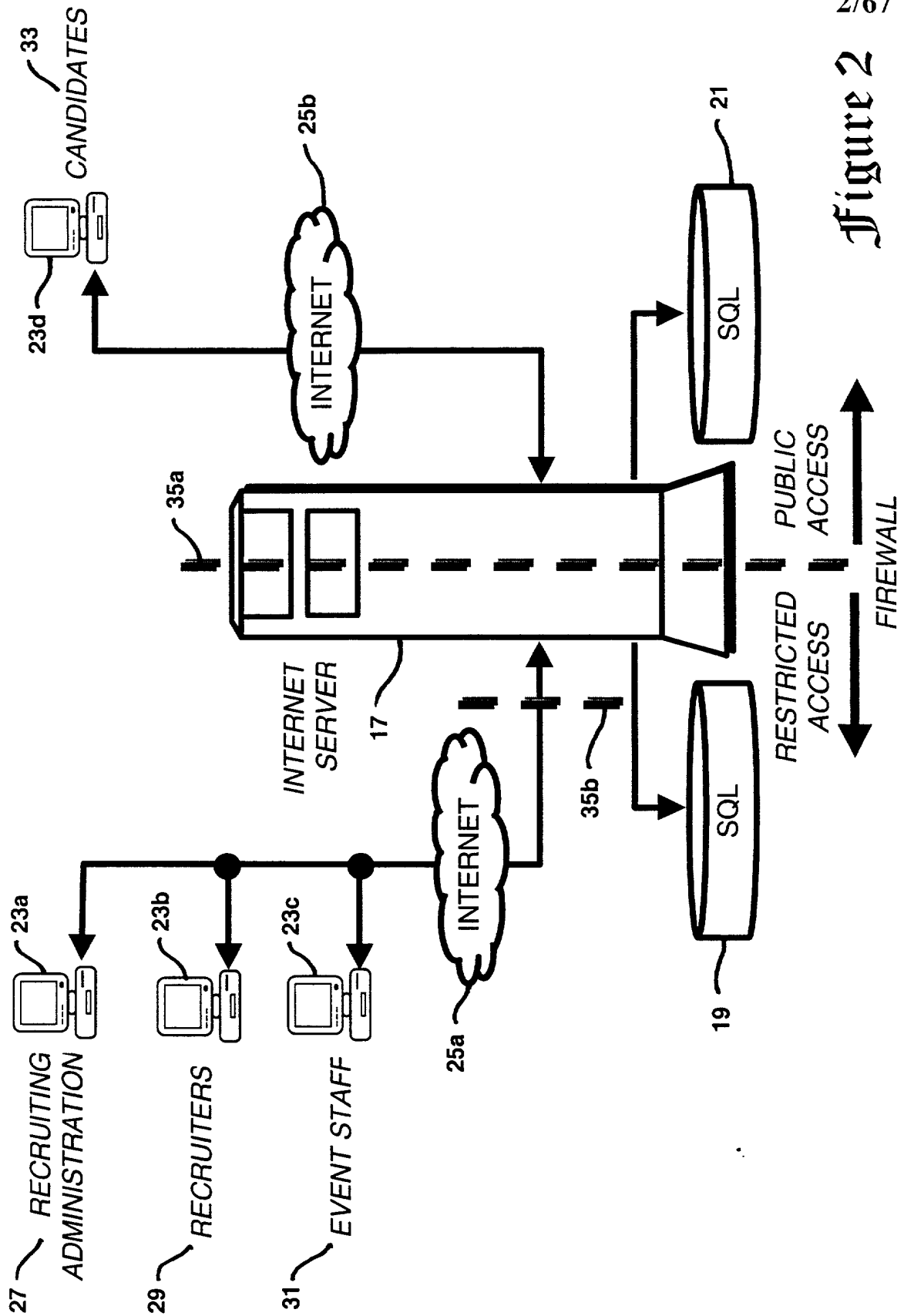


Figure 1



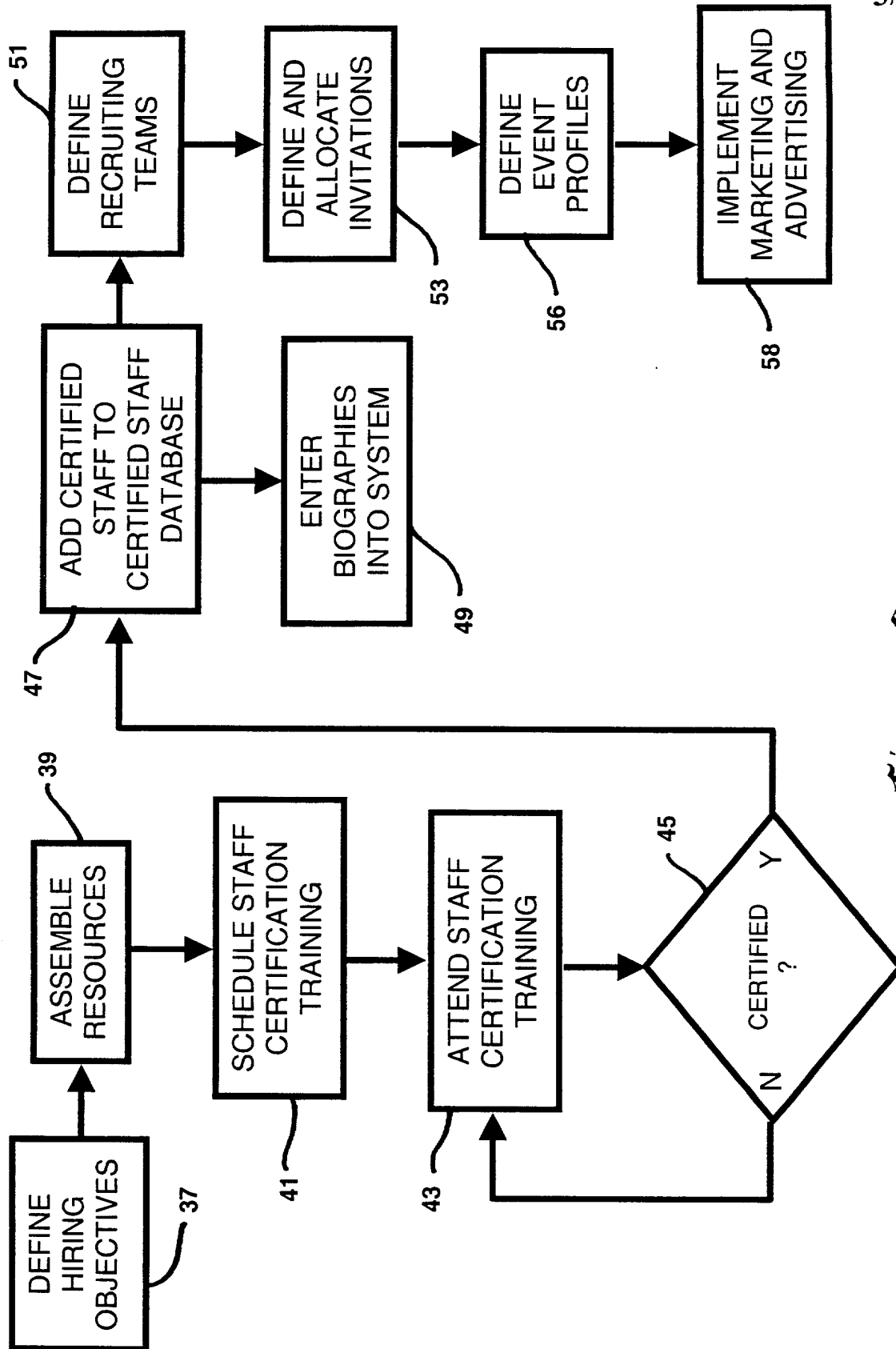


Figure 3

4/67

Targets/Placements		44	46	48	50
		Target	Projected	Defined	Invited
1215/1384/Accounting		1	0	0	0
1215/1491/Accounting		4	0	0	0
1216/1360/Accounting		1	0	0	0
1216/1361/Accounting		1	0	0	0
1216/1421/Accounting		4	0	0	0
1216/1422/Accounting		65	0	0	0
1216/1425/Accounting		65	0	0	0
1216/1428/Accounting		4	0	0	0
1217/1416/Accounting		4	0	0	0
1217/1417/Accounting		4	0	0	0
1217/1418/Accounting		2	0	0	0
1217/1419/Accounting		4	0	0	0

Figure 4

42

40

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54 →

## Recruiting Certification Management

Name	Training Date	Course Code	Course Description	Completion Date	Test Score
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			

55

To Send e-mail to newly certified person with pass/fail information click on send button

Send

59

61

63

57

Save Delete

Figure 5

## View Training Information

73

Select Name	All Names	Select Organization	All Results
Select Course Code	All Course Codes	Select Result	
Select Division		Training Date Range	
Certification Date Range			
		Search	Print Report

64

Figure 6

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## Add User Profile

The Information you enter on this is used to match qualified Ford Interviewers/Assessors/Mentors and Buddies with candidates at on-site Recruiting Events based on similar background data and interests and/or to display your user profile on <http://mycareer.ford.com>. Please provide short biography. If you check the approval box, your biography and picture may be posted on the Ford Internet web site to provide potential employees a view of the people at Ford.

Name	Keller, A. J. (Anne)		
Last Name	Keller	First Name	Anne
Phone	1-313-8453467	Email	akeller@ford.com
Organization	HR	Division	ER
Designation	Process Specialist		

77

Function	Human Resources	89
Gender	Female	91
School 1	Alaska Bible College	
School 2	Select a School	
School 3	Select a School	
Highest Level Education	Bachelors	
Are you a member of the following	No FRGC Ford Asian Indian Association	97

Race	White	93
Major 1:	Business-Accounting	1985
Major 2:	Select a Major	
Major 3:	Select a Major	
Leadership Level	GSR	

95

75

Figure 7

8/67

### Recruiting Teams Information

Select School or Professional Organization Arizona State University 101

*Add New Team Member*

Select Name 103

Add

Name	CDS	Training Certification Date	Certification Description	Function	Role
<input type="checkbox"/> De Pena, Juan	JDEPEN	8/27/00	Recruiter and Assessor Certification	Product Development	Recruiter
<input type="checkbox"/> Merchak, Daniel	dmerchak			Marketing and Sales	Recruiter
<input type="checkbox"/> Kory, Josef	jkory			Marketing and Sales	Recruiter
<input type="checkbox"/> Menden, Marc	mmenden			Purchasing	Recruiter
<input type="checkbox"/> Flynn, William	wflynn			Marketing and Sales	Recruiter

105
107

Save
Delete

Figure 8



9/67

**Add Silver Bullet User**

Silver Bullet User	111
Recruiting Method	113
Recruiting Season	115
Function	117
Class	119
Campus	121
Diversity Event	123
Number of Bullets	125
Hiring Target	127
Bullet Expiration Date	(mm/dd/yyyy)

129

Save Reset

109

Figure 9

10/67

## School Information Management

131

Select School Name  Choose School Name  School Code

Select Rams's Name  Choose A RAM  133

State Location  Region

135 Functions: ☐ Finance ☐ Ford ☐ MS&S ☐ Process Leadership

☐ Purchasing Credit ☐ Human Resources ☐ Manufacturing Development ☐ Product Development 137

Do we recruit Co-op for Engineering or Business? ☐ Engr 139

☐ Business

Is this a predominantly minority school? ☐ Women ☐ Black ☐ Native American ☐ Hispanic ☐ Asian ☐ Other Minority 141

Ford School Classification  Strategic  Speciality  "At-Large"

Gourman Rankings  UGME  UGEE  School Evaluation  143

Figure 10

11/67

School Contacts Information									
		Select School Name		146					
159 Business School	Undergrad Placement Director			Graduate Placement Director			Dean		
	Name	147	Name		Name				
	Title	149	Title		Title				
	Phone	151	Phone		Phone				
	Fax	153	Fax		Fax				
	E-mail	155	E-mail		E-mail				
	Address	157	Address		Address				
161 Engineering School	Undergrad Placement Director			Graduate Placement Director			Dean		
	Name		Name		Name				
	Title		Title		Title				
	Phone		Phone		Phone				
	Fax		Fax		Fax				
	E-mail		E-mail		E-mail				
	Address		Address		Address				

Figure 11

145

12/67

**Professional Organization Information**

163

165

167

169

171

SAVE RESET

Professional Organization [select a professional Organization]

Main Office Location [select a state] [Recruiting Office Contact]

Ford Resource Group Connection

Target Audience Description

Ford Fund Sponsored ☐ Yes ☒ No

Select associated group(s): ☐ Women ☐ Black ☐ American Indian/Alaskan Native ☐ Hispanic ☐ Asian/Pacific Islander ☐ Unknown

Does this target a specific academic group? [ ]

☐ Finance ☐ Ford Land ☐ MS&S ☐ Process Leadership ☐ Purchasing ☐ Ford Credit ☐ Human Resources ☐ Manufacturing ☐ Product Development

**Contact Information**

Name	Name	Name
Title	Title	Title
Phone	Phone	Phone
Fax	Fax	Fax
E-mail	E-mail	E-mail
Address	Address	Address

Figure 12

13/67

## Add Activity

Select the Type of Activity to Add		<input checked="" type="radio"/> Campus Interview <input type="radio"/> Professional Organization Activity <input type="radio"/> Campus Activity	
Select a School	<input type="text"/> 175	Activity Planner Name	<input type="text"/> Keller, Anne
Select Activity Classification	<input type="text"/> 177	Activity Date	<input type="text"/> (mm/dd/yyyy)
Activity Description	<input type="text"/> Campus Interview	<input type="text"/> 179	<input type="text"/> 183

Required for Campus Interview			
Select Recruiter Name	<input type="text"/> 185	Duration	<input type="text"/> 187
Type of Job	<input type="text"/> Co-op FT+Smr Full Time	Schedule Type	<input type="text"/> 1/2 Open / 1/2 Invite <input type="text"/> 1/2 Open / 1/2 Preselect <input type="text"/> Closed / Preselect
Student Type	<input type="text"/> Business Engineering MBA Only	Job Description	<input type="text"/> 191 <input type="text"/> Mfg-VO-Plant-Production Superintendent-MI <input type="text"/> Mfg-VO-Plant-Production Superintendent-MI <input type="text"/> Mfg-VO-Plant-Production Superintendent-MI

Required for Prof. Organization Activity			
Academic Group	<input type="text"/> 197	Activity Location	<input type="text"/> 199
Location Address	<input type="text"/>	State/Share	<input type="text"/>

Required for Campus Activity	
Specify Target Academic Groups:	<input type="text"/> 201

Figure 13

173

Event Profile

Event Name:

204

Start Date:

206

End Date:

208

Select Requisitions:

210

1016/Finance Foundation Program/0  
1017/Finance Undergrad Program/0  
1121/Product Specialist/0  
1032/Finance Leadership Oct. 6/0  
1033/Intern Program for Undergraduate Students/0

Description:

212

Next

203

Figure 14

Recruiting Account Manager: Lank, Michael (mlank) 323

Figure 15

301

16/67

**New Master Requisition (Req No1122)(page 2 of 12)**

**Step 2:Enter Abstract**

The abstract allows 500 characters and is a very brief description presented to the website user on the job matching screen just beneath the job title.  
The Master Req. is a guideline that can be edited at the Sub Req level.

**Not used at this time.** 327

**Enter Description**

The job description allows 2000 characters and provides substantive detail about the position and is available to the website user as s/he selects the link to the job on the job matching screen.  
The Master Req. is a guideline that can be edited at the Sub Req level.

**Enter the job description.**

**Use html codes for paragraphs <P> and line breaks <BR>.** 329

Figure 16

325



**New Master Requisition (Req No1122)(page 3 of 12)**

**Step 3: Select Default Component**

You must now select default matching and scoring criteria for this Master Requisition, these values will be used as defaults only.  
 You must first select a default component. This component will be used for scoring purposes if a candidate is associated with this Master Requisition but has not chosen a specific Sub-Req (component).

<b>Component:</b>	<b>Component:</b>
	Body Engineering

333

331

Figure 17

18/67

**Edit Master Requisition (Req No1042)**(page 4 of 12)

**Step 4: Edit Default Matching Criteria --> Basic Matching Information**

Select the choice(s) that best match the position being filled

**Level of Responsibility (one or more):**

Co-op  
Early Professional ( < 2 years)  
Experienced Professional ( > 5 years)  
Internship  
Manager  
Professional (2 and 5 years)

**337**

**Salary Grade Minimum:**

Salary Grade 4  
Salary Grade 5  
Salary Grade 6  
Salary Grade 7  
Salary Grade 8  
Salary Grade 11.6

**339**

**Hiring Location(s) (one or more):**

Alabama  
Alaska  
Arizona  
Arkansas  
California  
Colorado

**343**

**Salary Grade Maximum:**

Salary Grade 4  
Salary Grade 5  
Salary Grade 6  
Salary Grade 7  
Salary Grade 8  
Salary Grade 11.6

**341**

Figure 18

**Step 5: Edit Default Matching Criteria-> Education and Certifications**

Select the degrees and field of study that are most relevant to the position being filled

Degree:  Associates Degree  347  Accounting  349  Minimum Requirement  351  8/29/00  8/29/00

ADD TO LIST  BACK  NEXT

Degree	Field of Study	Candidate Requirement	Date Completed	Delete
BS	Chemistry	Minimum Requirement	8/28/01	<input type="checkbox"/>
MS	Chemistry	Highly Desirable	8/28/01	<input type="checkbox"/>
Doctorate	Chemistry	Highly Desirable	8/28/01	<input type="checkbox"/>
BS	Engineering - Electrical	Minimum Requirement	8/28/01	<input type="checkbox"/>
MS	Engineering - Electrical	Highly Desirable	8/28/01	<input type="checkbox"/>
Doctorate	Engineering - Electrical	Highly Desirable	8/28/01	<input type="checkbox"/>
BS	Engineering - Mechanical	Minimum Requirement	8/28/01	<input type="checkbox"/>
MS	Engineering - Mechanical	Highly Desirable	8/28/01	<input type="checkbox"/>
Doctorate	Engineering - Mechanical	Highly Desirable	8/28/01	<input type="checkbox"/>
BS	Engineering - Aeronautical/Aerospace	Minimum Requirement	8/28/01	<input type="checkbox"/>
MS	Engineering - Aeronautical/Aerospace	Highly Desirable	8/28/01	<input type="checkbox"/>
Doctorate	Engineering - Aeronautical/Aerospace	Highly Desirable	8/28/01	<input type="checkbox"/>
BS	Materials Science and Engineering	Minimum Requirement	8/28/01	<input type="checkbox"/>

19/67

Figure 19

345

355

Edit Master Requisition(Req No1042) (page 7 of 12)

Step 7:Edit Default Matching Criteria--> GPA

Select GPA Requirement for Each Education Level:

Undergraduate GPA

Graduate GPA

Minimum

3.0-3.4

3.0-3.4

361

Desirable

Not relevant

Not relevant

363

Highly Desirable

3.5-4.0

3.5-4.0

365

BACK

NEXT

359

Figure 21

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**Step 8: Edit Default Matching Criteria -> Background and Relocation Information**

Required Status with regard to employment in the United States. Indicate all options for non US Citizens / non Permanent residents

☐ Specialty Occupation (H1-B)  
☐ Student Visa with Practical Training (F-1)  
☐ Exchange Visitor (J-1)  
☐ Extraordinary Ability (O)  
☐ Canadian Professional (TN-1)

**Candidates for these positions should be / have :**

Need to be willing to accept assignment(s) in a Ford production facility  
 Need to be willing to accept assignment(s) in a Ford distribution facility  
 Need to be willing to live overseas for several years  
 Need to be willing to live and work in Southeastern Michigan upon acceptance of a job offer from Ford Motor Company  
 Need to be willing to live and work in Southeastern Michigan at some point in my career  
 Need to be willing to relocate within the US as required by my job  
 Need to be willing to travel internationally  
 Need to be willing to travel domestically  
 Need to be willing to travel extensively  
 Need to be willing to live and work in locations outside of Southeastern Michigan.  
 My proficiency in English can be described as.  
 Fluency in a language other than English (Indicate language)  
 Indicate language

I have attended school outside the United States.  
 I have held a job in which I lived outside the United States.

Not Important  
 Not Important  
 Not Important  
 Minimum Requirement  
 Minimum Requirement  
 Desirable  
 Highly Desirable  
 Highly Desirable  
 Desirable  
 Desirable  
 Fluent in writing and speaking

Yes No  
 Chinese  
 French  
 German  
 Hindi

Yes No  
 Yes No

369

371

367

Figure 22

### Step 9: Edit Default Technical Skills and Knowledge for Moderate Level of Proficiency

Acoustics

Aerodynamics

Alternate Fuel Technology

Analytical Software Package (e.g. Matlab, IDEAS)

Assembly, body construction

Battery technology

Body engineering

Brake Systems

Calibration

Chassis engineering

Climatic Control

Desirable

Minimum Requirement

Highly Desirable

Desirable

Not Important

Desirable

Desirable

Desirable

Highly Desirable

Highly Desirable

Desirable

Highly Desirable

Desirable

373

375

Figure 23

371

**Edit Master Requisition(Req No1042)** (page 10 of 12)

**Step 9: (Continued)Edit Default Technical Skills and Knowledge for High Level of Proficiency**

	Candidate Requirement
Acoustics	Not Important
Aerodynamics	Minimum Requirement
Alternate Fuel Technology	Highly Desirable
Analytical Software Package (e.g. Matlab, IDEAS)	Not Important
Assembly, body construction	Not Important
Battery technology	Not Important
Body engineering	Not Important
Brake Systems	Not Important
Calibration	Not Important
Chassis engineering	Not Important

379

381

Figure 24



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Step 10: Edit Default Candidate -> Experiences

Experience	Candidate Requirement
Need to be a member of AFS	Not Important
Need to be a member of ASME	Minimum Requirement
Need to be a member of ISEE	Highly Desirable
Need to be a member of SAE	Desirable
Need to be a member of SEE	Not Important
Need to be currently working to complete an advance degree (post-bachelors)	Highly Desirable
Need to be or have been a member of a national honor society	Highly Desirable
Need to be or have been an officer of a school or community club or group	Highly Desirable
Need to be or have been an officer of a sorority/fraternity	Not Important
Need to be or have been president of a school or community club or group	Highly Desirable
Need to enjoy maintaining/working on my own car (e.g., preventive maintenance, body work, changing oil, enhancing performance)	Not Important

Figure 25

384

386

388

Edit Master Requisition(Req No1042)(page 12 of 12)

Step 11: Enter Unique Qualifications

Enter up to 5 unique questions that you would like candidates applying for these positions to answer

385

ADD TO LIST

Figure 26

383

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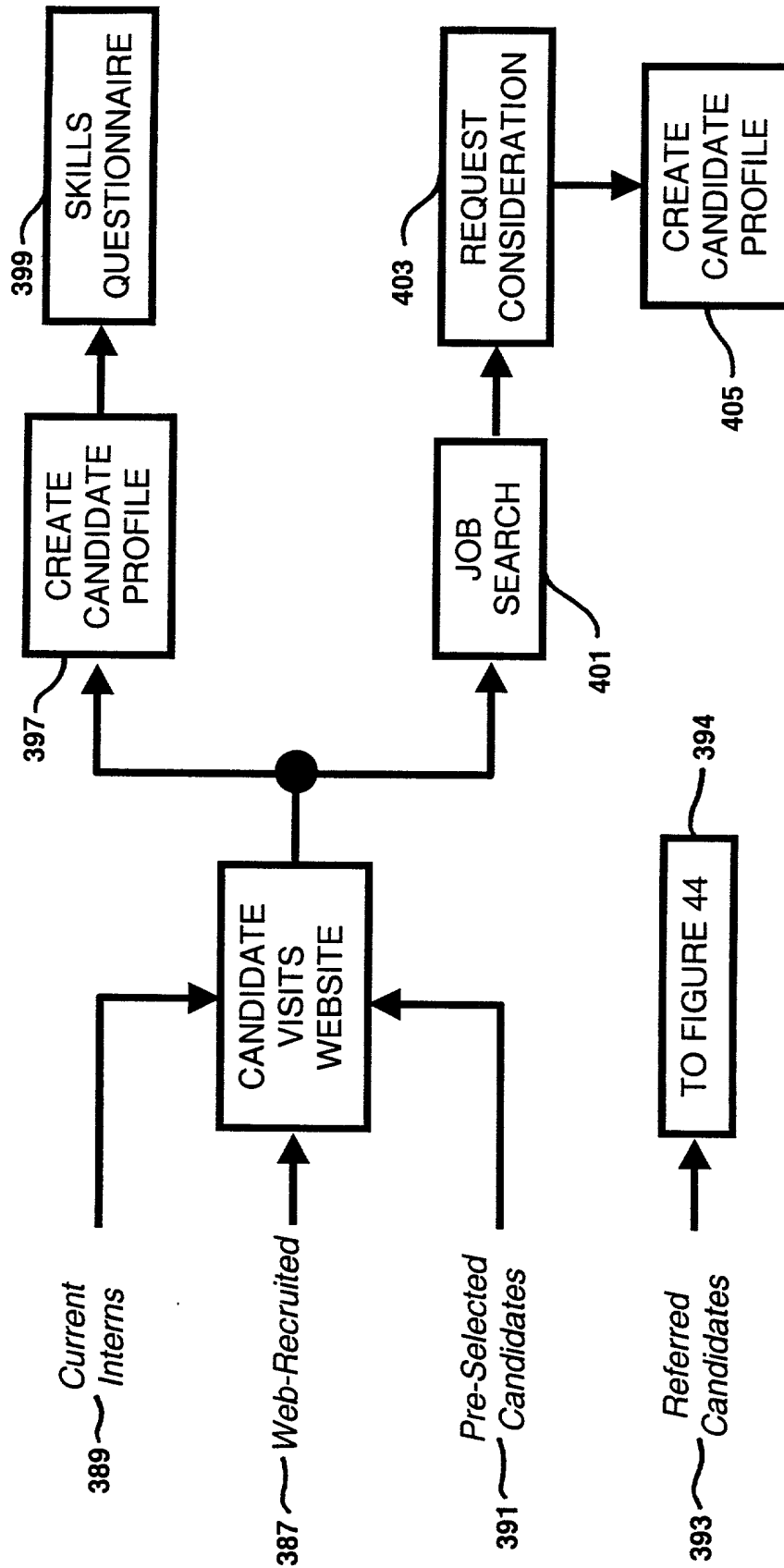


Figure 27

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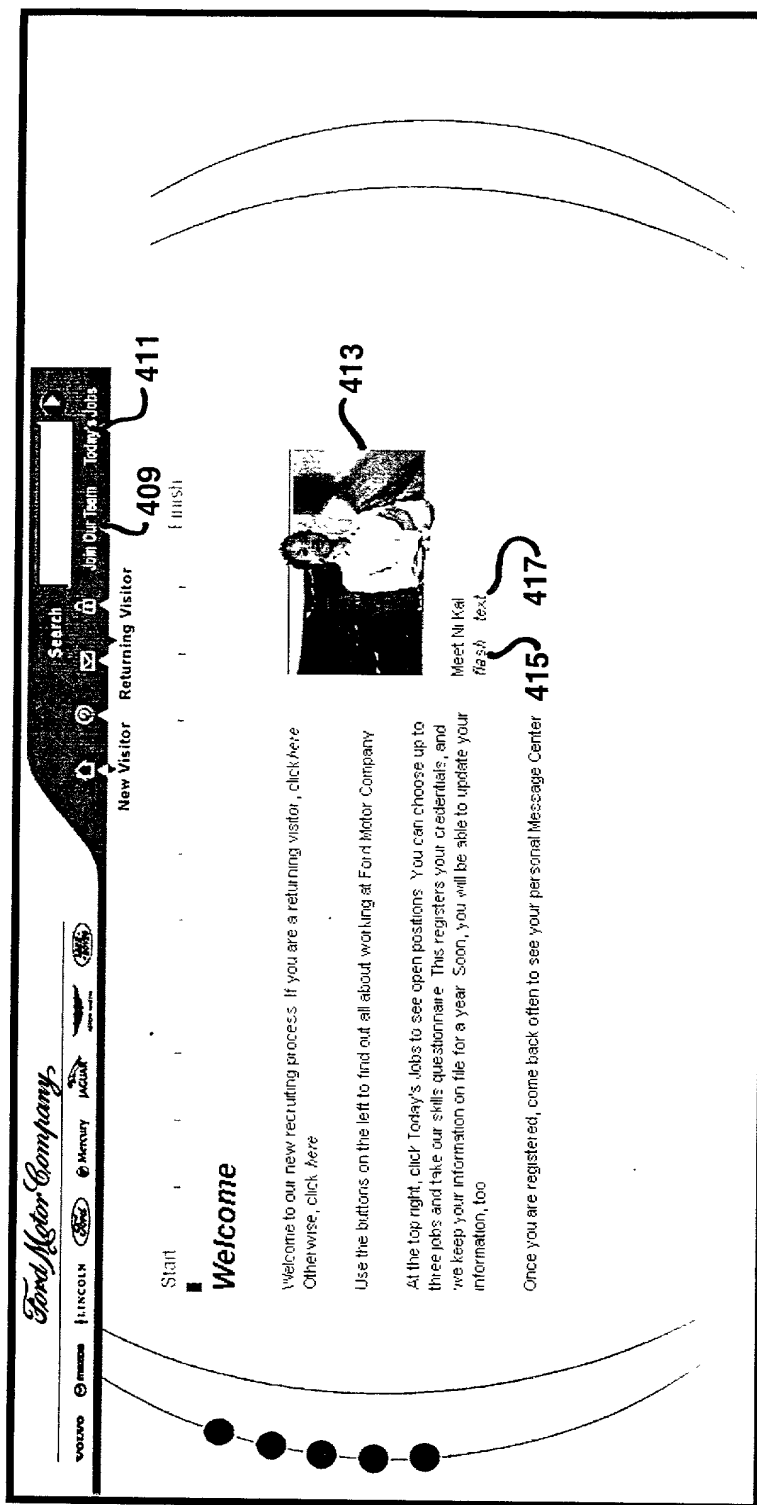


Figure 28

29/67

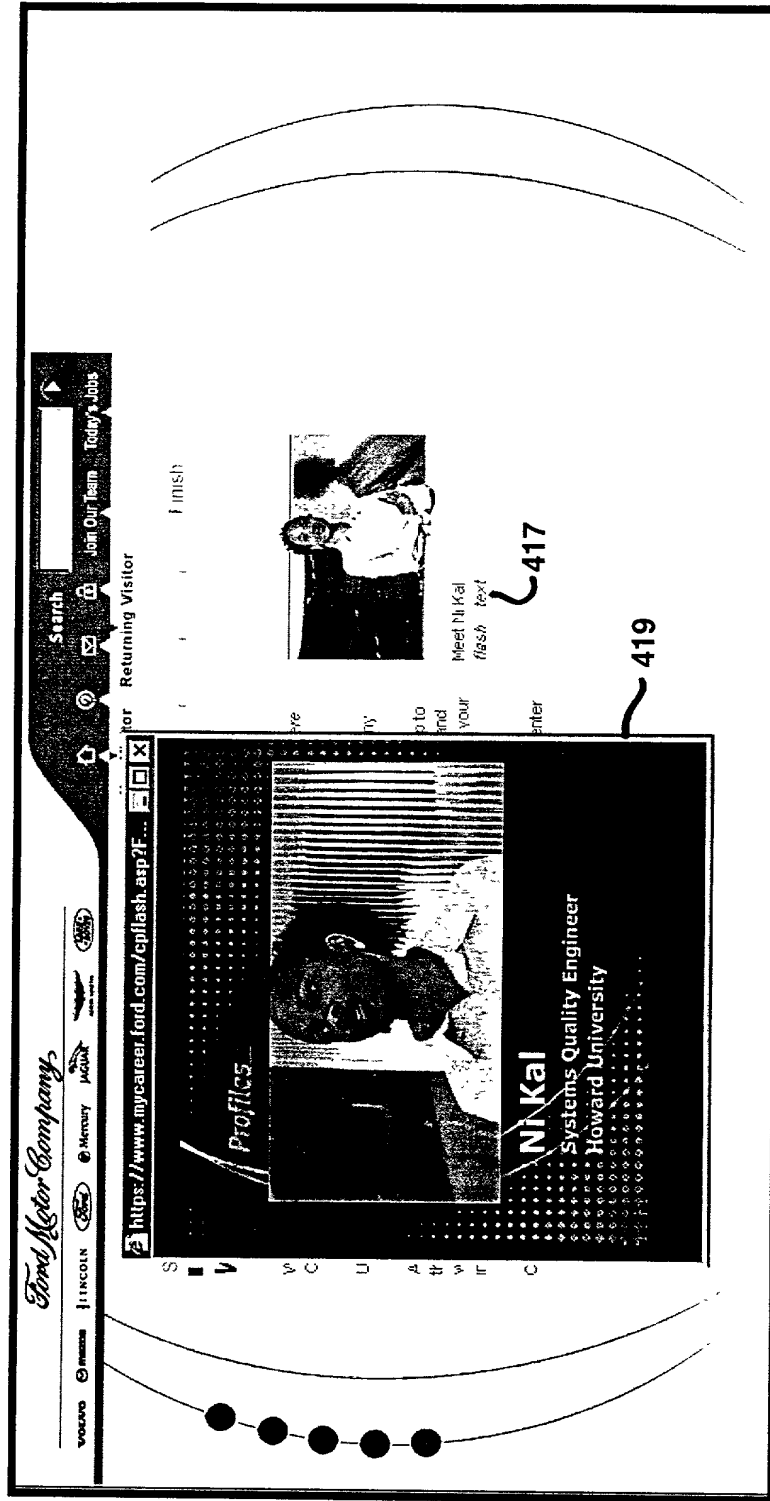


Figure 29

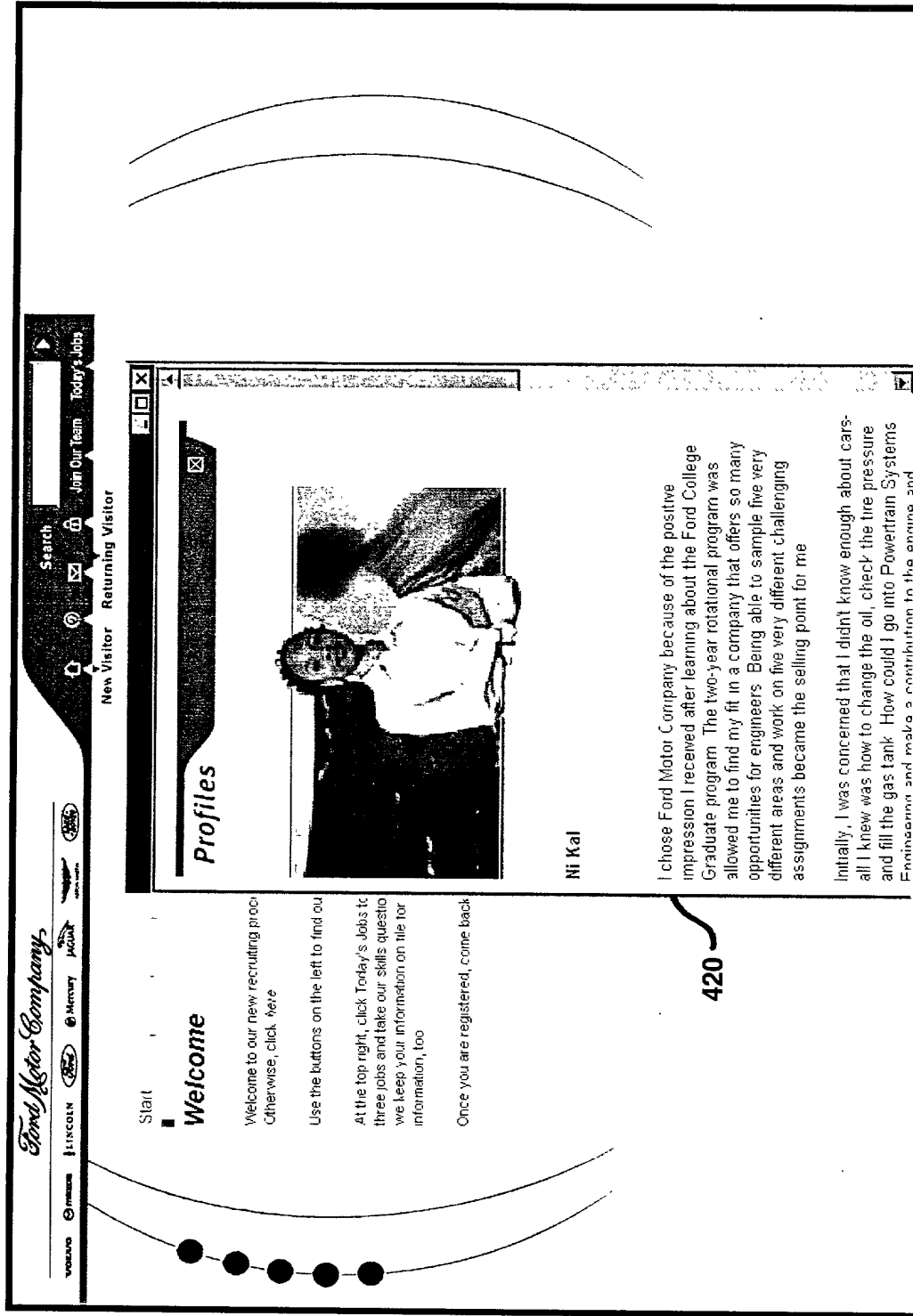


Figure 30

**Ford Motor Company**

Start Join Our Team Today's Jobs

**Join Our Team**

We're flexible--you can choose how to work with our site

Option one you can search Today's Jobs for openings that are right for you. Use our search tool to tell us which jobs interest you!

Option two you can enter your credentials and let us do the search. Set up an account, choose your career preference and fill out a skills questionnaire. Then we'll contact you if your credentials match one of our openings.

By choice, we are an equal opportunity employer committed to a culturally diverse workforce.

\*Your E-mail Address (for career correspondence)  421

\*Pick a password (at least 6 chars)  423

\*Confirm your password

Just in case you ever forget your password, enter a secret question and answer here. It should be easy for you to remember and hard for anyone else to guess. If you forget your password, we'll ask you your question, if you answer it correctly, we'll let you change your password.

\*Secret question

\*Secret answer (one word)

next >

**About the questionnaire**

The questionnaire helps us understand how closely you fit our needs, before we invite you to complete an employment application. The questions take about 30 minutes, but you don't have to complete them all at once. You can stop and come

Figure 31

The screenshot displays the Ford Motor Company recruitment website. The top navigation bar includes the Ford logo, a search bar, and links for 'Join Our Team' and 'Today's Jobs'. A 'Save & Logout' button is also present. The main content area is titled 'Contact Information' and prompts the user to 'Please provide this information'. The form includes fields for Name (First, Initial, Last), Address (Street, City, State, Zip), and Phone. A 'next >' button is located at the bottom right of the form. A large bracket labeled '425' spans the address fields. A small image of a Ford truck is shown in the top right corner, with the text 'Meet Gary flash text' below it. The bottom of the page features a curved line with five black dots.

Start

**Contact Information**

Please provide this information

Name

\*First

Initial

\*Last

Address

\*Street

\*City

\*State

Please Choose

\*Zip

\*Phone

next >

425

Meet Gary  
flash text

Figure 32



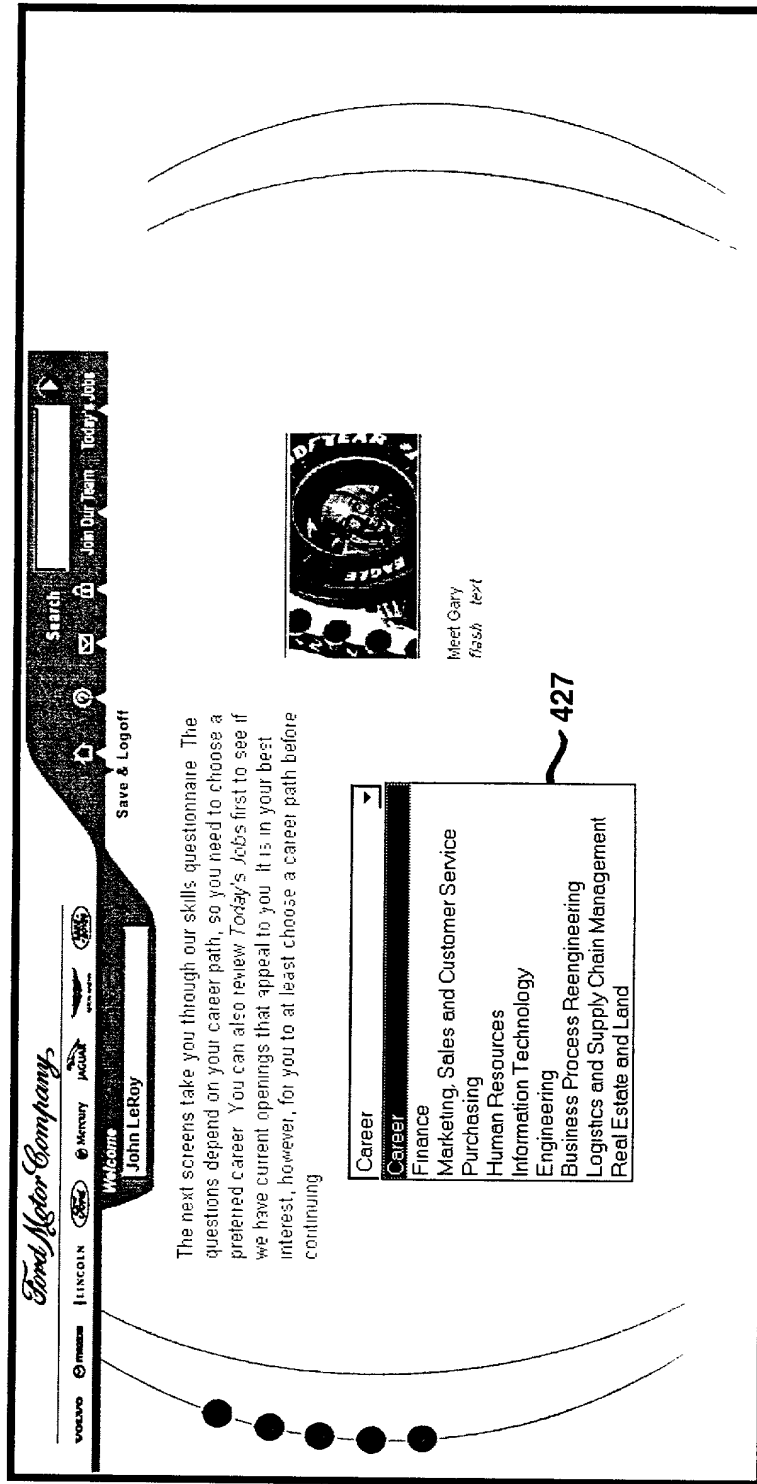


Figure 33

The screenshot displays a web-based recruitment interface for the Ford Motor Company. At the top, a navigation bar includes links for 'Search', 'Join Our Team', and 'Today's Jobs'. Below this, a 'Welcome' message is addressed to 'John Lefroy'. The main section is titled 'Educational Background' and contains a form with the following fields:

- Select a Country: United States
- Select a State: New York
- Select a School: SU of NY at Buffalo
- Select a Major: Engineering - Any Type
- Select a Degree: BS
- Completion (or Expected) Date: 01/1997 (MMYYYY)

Below the form, there is a 'Please enter up to three degrees and certifications, with the actual or expected completion date' section. A 'Meet Gary flash' button is visible, along with a '429' number. The interface also features a 'Start' button and a 'Finish' button. The Ford Motor Company logo is prominently displayed at the top left.

Figure 34

**Ford Motor Company**

VOLUME [ ] LINCOLN [ ] MERCURY [ ] JAGUAR [ ] FORD [ ]

Welcome [John LeRoy]

Save & Logoff Search Join Our Team Today's Jobs

---

Start \_\_\_\_\_ Finish \_\_\_\_\_

Using the scale below, rate the number of times you have personally engaged in the following behaviors. You may be asked to provide additional information about these experiences later.

	never	1 or 2 times	3 to 5 times	6 to 9 times	10 + times
seeking diverse opinions to help in decision making	/	/	/	/	/
structuring a work team so that it was comprised of diverse team members	/	/	/	/	/
choosing to work with people of diverse backgrounds	/	/	/	/	/
working in situations requiring extensive contact with people from different backgrounds	/	/	/	/	/
working in a team with individuals for whom English was not a first language	/	/	/	/	/
spending time studying another culture to facilitate your work	/	/	/	/	/
encouraging the open sharing and discussing of ideas among coworkers	/	/	/	/	/
working closely with people from other cultural backgrounds	/	/	/	/	/

next >

Figure 35

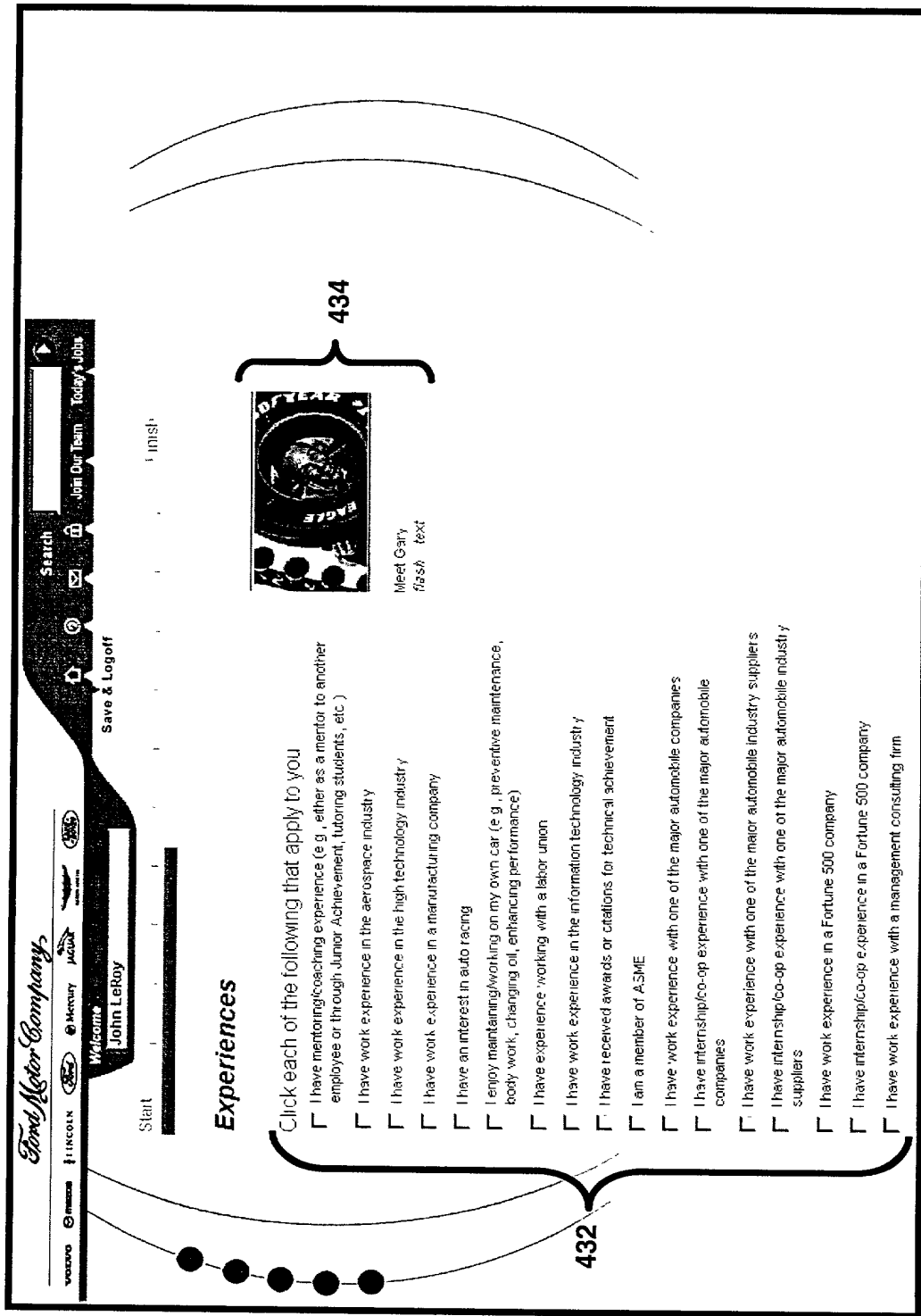


Figure 36

**Ford Motor Company**

Search [ ]

Join Our Team Today's Jobs

Save & Logout

Welcome John LeRoy

### Job Search

Welcome to our job bank.

Answer one or more of these questions, and let us show you jobs that match your interests. The more you tell us, the more targeted the search. You can come back to this screen again and again to refine your list of jobs. Go ahead and explore!

On later screens, you can tell us about relevant skills and experiences. Our skills questionnaire takes about 30 minutes. Then, if you match our immediate needs, we'll contact you, otherwise, we keep your information on file.

**What is your preferred...**

Career Area 433

Specialty 435

Experience Level 437

Job Type 439

Salary 441

State(s) 443

Alabama

Alaska

Arizona

**Tell us about your education...**

Degree Major

Completion (or expected) date 01/1950 (MM/YYYY)

Degree Major

Completion (or expected) date 01/1950 (MM/YYYY)

Degree Major

Completion (or expected) date 01/1950 (MM/YYYY)

I'm ready to see my search results. My connection is fast slow

fast requires flash plugin available from [Macromedia](#)

Figure 37

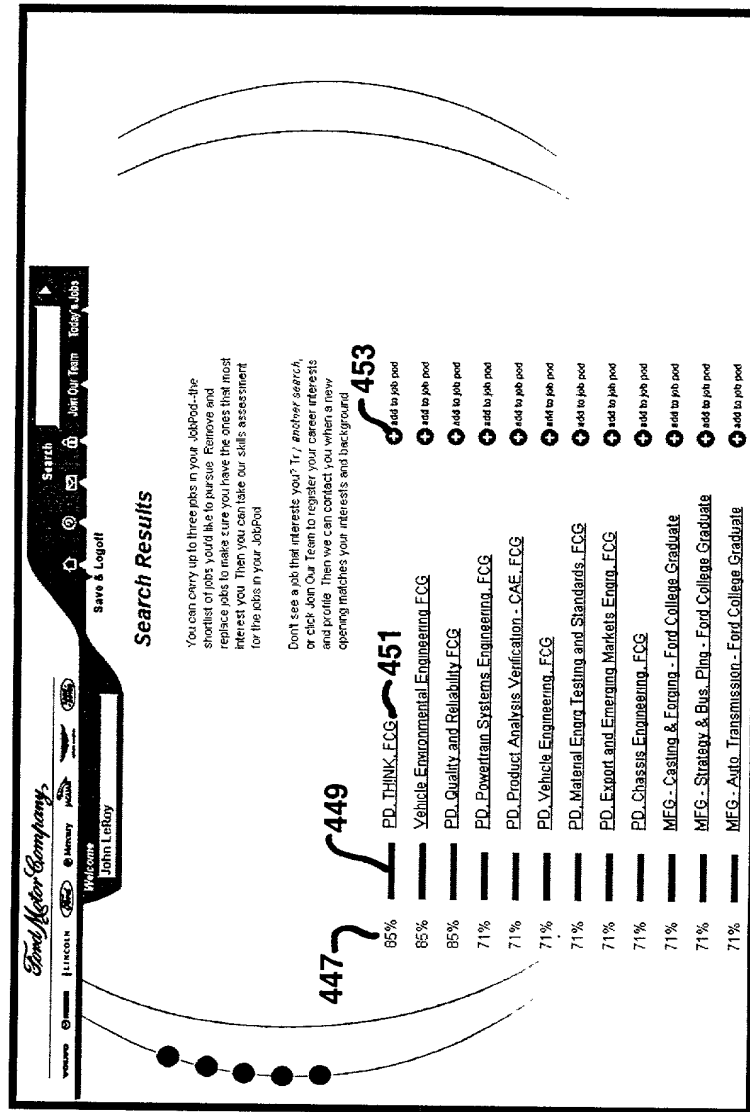
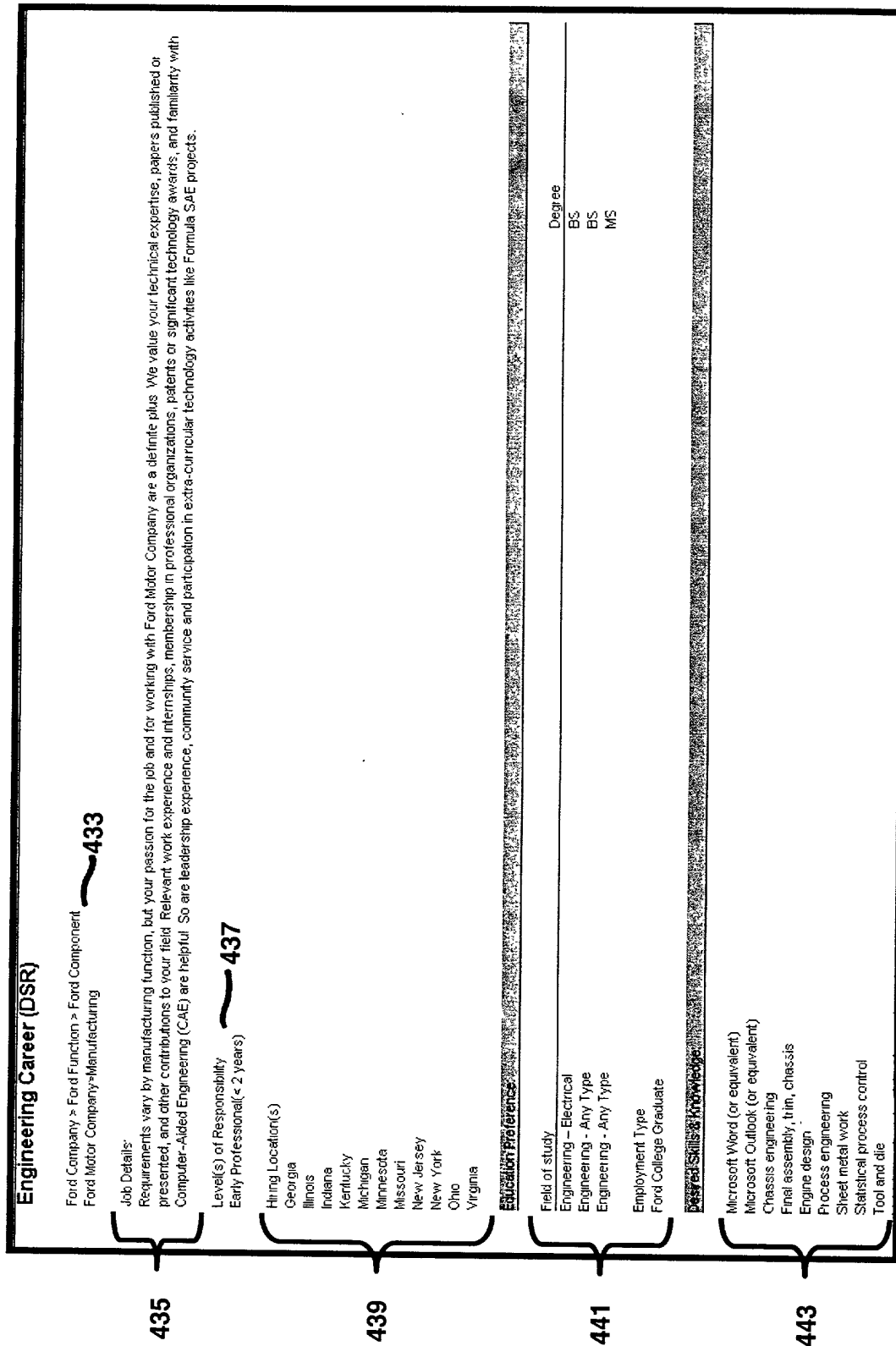


Figure 38



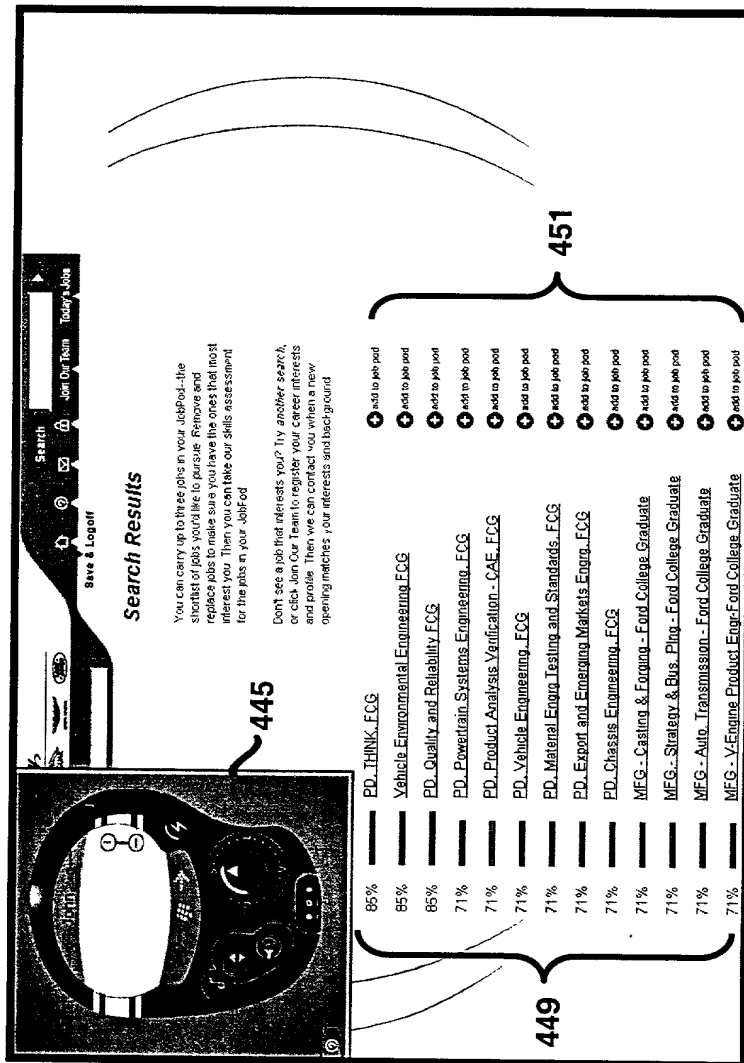


Figure 40



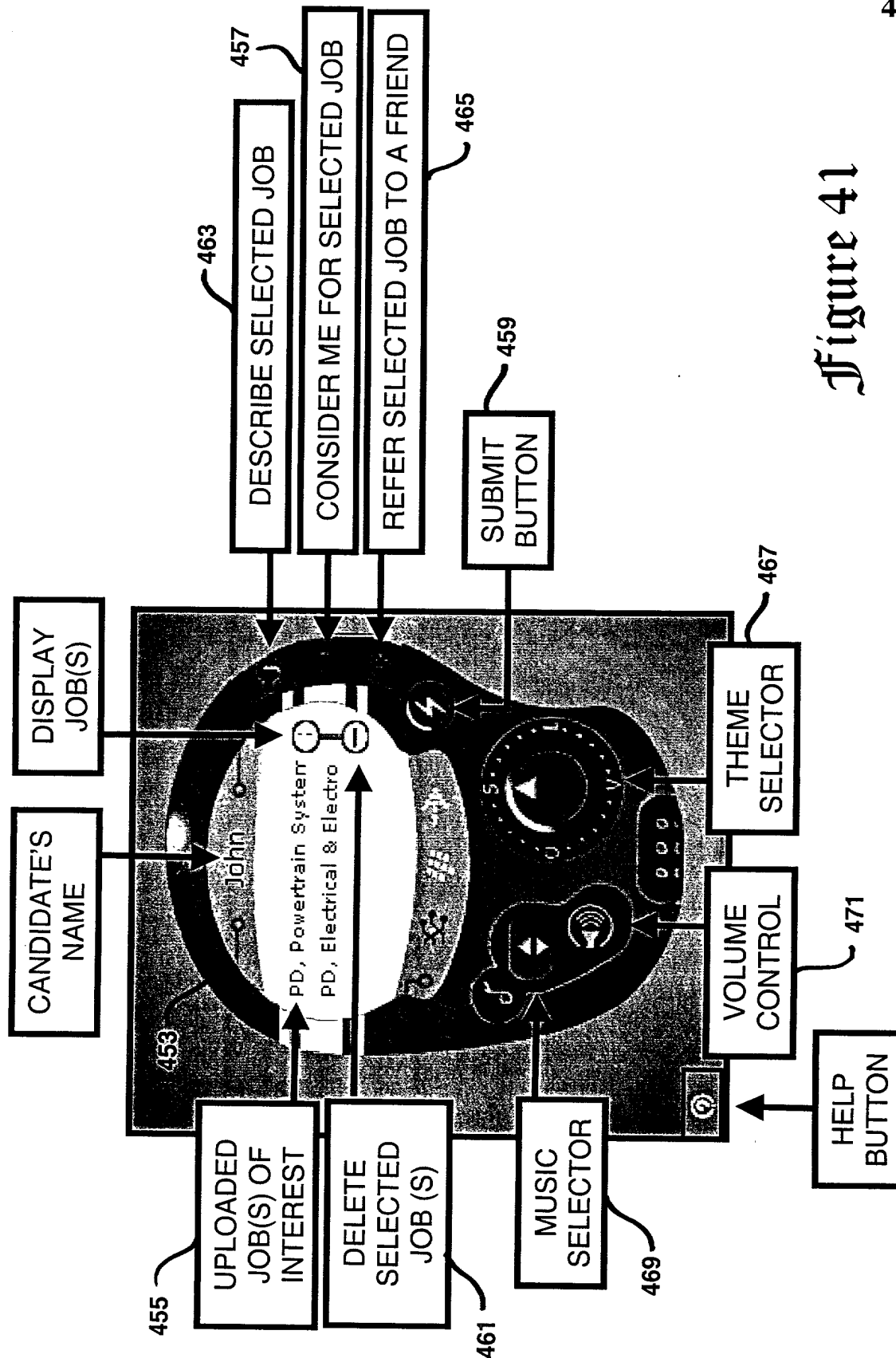


Figure 41

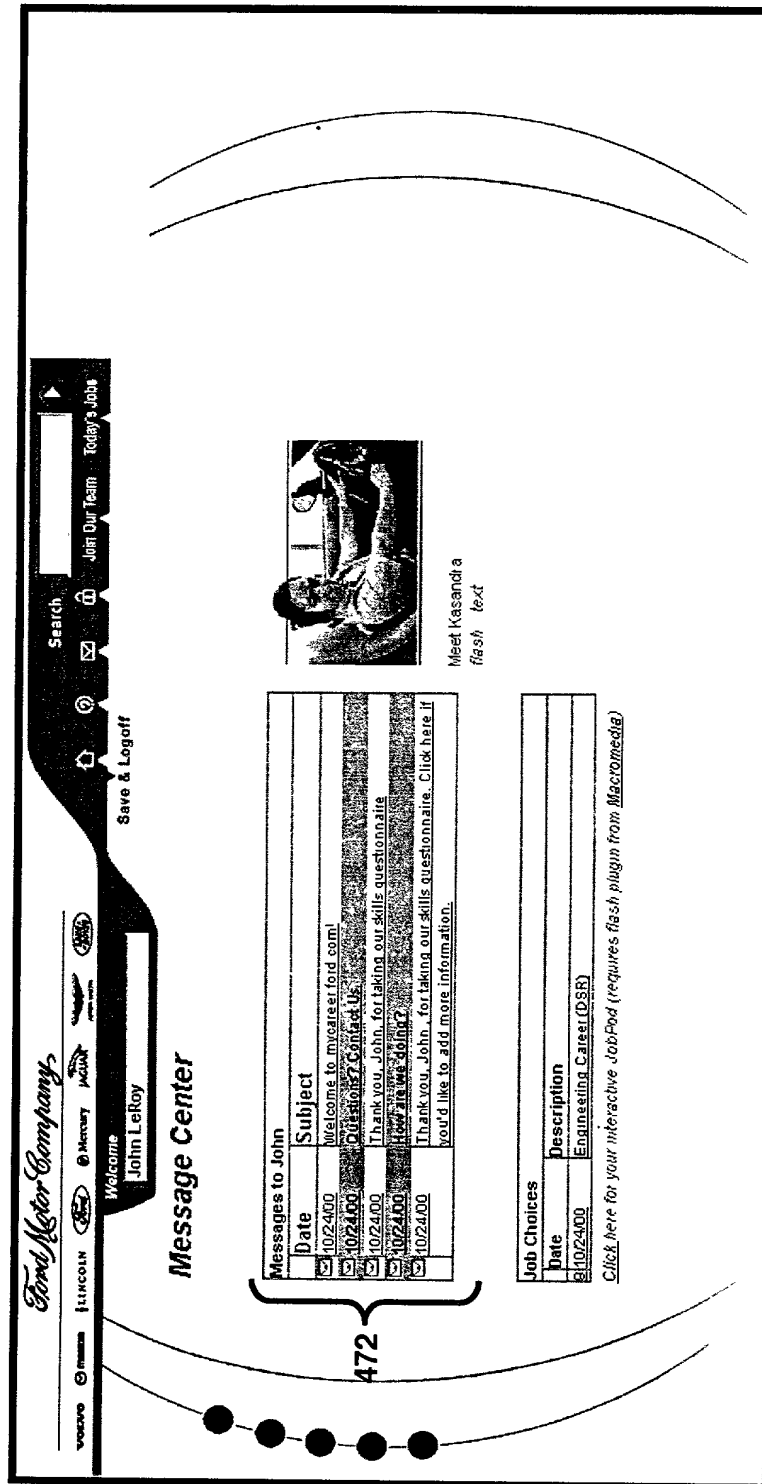


Figure 42

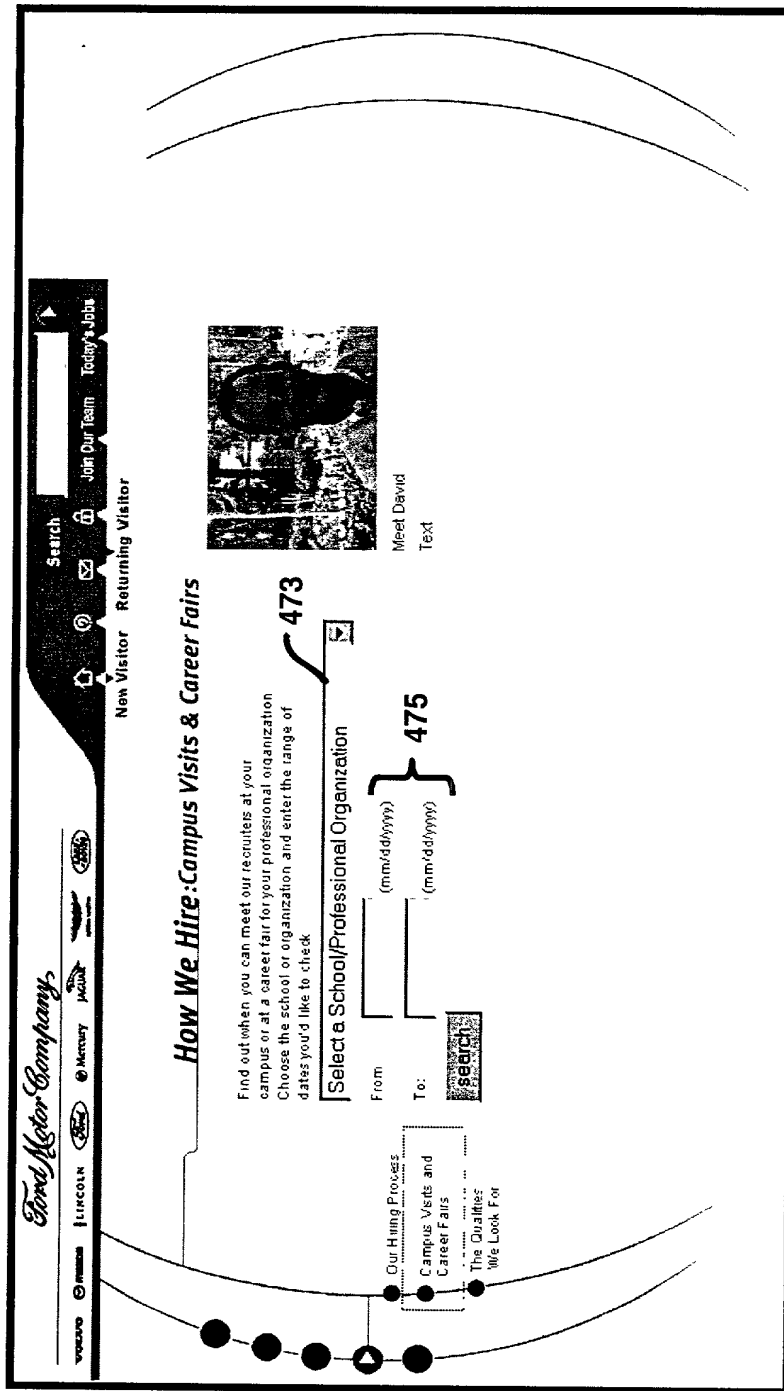


Figure 43

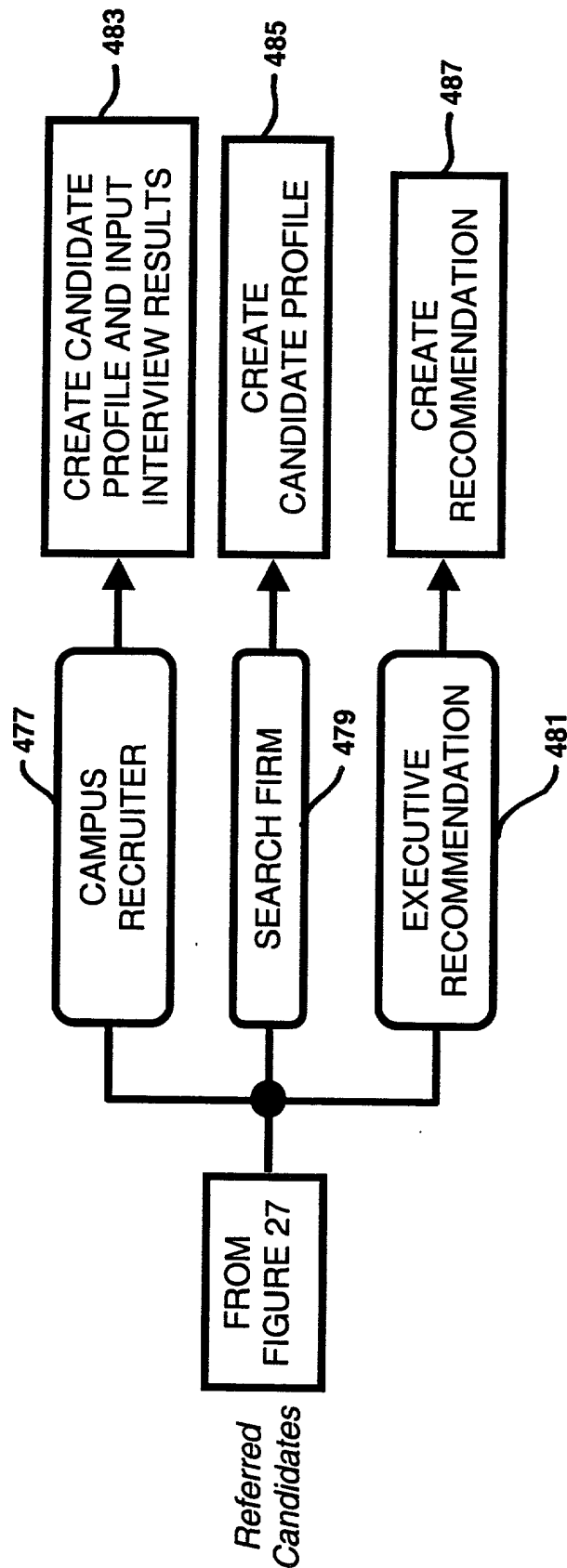


Figure 44

**Candidate Profile**

**First Name:** John  
**Last Name:** Smith  
**Email Address:** jsmith@email.com  
**Phone Number:**  
**School:**  
**Degree Pursuing:**  
**Field of Study (Major):**  
**Expected Graduation Date: (mm/yyyy):**  
**Authorization to work in U.S.:**

**Interview Rating**

**Dimension**

1. Business Acumen
2. Innovation and Technical Excellence
3. Commitment to Quality
4. Connects with Customers
5. Demands the Truth
6. Desire to Work for Ford

**Rating**

495

**Interview Notes:**

497

**Action:** Submit

489

491

493

Figure 45

**Welcome Morresa Meyer**

This page shows the recruiting invitations you can use. Menu selections on the left let you use your invitations on candidates.

Please remember these guidelines:

1. Once you use an invitation, you can't rescind it. Make your choices carefully.
2. Invite the best candidates; although invitations are allocated to functions, the quality of the candidate is more important than the function.
3. Use your invitations before the expiration date; unused invitations are forfeited.
4. If you recruit for a professional organization, please don't invite candidates from schools where we recruit. Refer high-quality candidates to the campus recruiters. Click [here](#) to see the list of schools where we recruit.
5. We rely on you to stay in contact with candidates you invite.
6. If you invite an FCG or direct hire candidate, we invite the candidate to register for an upcoming leadership conference.
7. If you invite an intern or co-op candidate, the candidate receives an offer of employment.

**Invitation Account Summary**

	Path	Function	Class	Allocated	Spent	Target	Expire
Bowling Green State University	B	Product Development	FCG	10	2	5	12/30/00 RA
University of Michigan	A	Product Development	FCG	20	0	10	5/30/01 RA
Western Michigan University	A	Product Development	FCG	20	2	5	12/30/00 RA
American Institute of Science & Engineering	A	Product Development	FCG	10	1	2	12/30/00 RA
Soc...							
499	501	503	505	507	509	511	513

Figure 46

2 adam,ket 521 ket@hotmail.com 7272727722 (U of Michigan-Ann Arbor) 539 535 533 531 525 537

Degree	Major	Graduation Date
BS	Business-Accounting	02/2000
GPA Undergraduate:	N/A	GPA Graduate: N/A
Overall Band:	D	
%MIN	%	%HIGHLY
0	0	0
REQUIRE DESIREABLE DESIREABLE PLACEMENT PREFERENCE		
0	0	0
Dealer Service Analyst College Grad		
Status:	- Application Pending	
Active Event:	none	

527 { 529

Figure 47

543 — **Turner, Sue — 541**

*Ford Motor Company,*

**Candidate Information**

**Address:** N/A  
N/A, N/A  
N/A, USA

**Phone:** (888) 888-8888

**Email Address:** Turnexxx@xxx.xx      **Status:** N/A

**Work Authorization**

Because there are federal restriction on Ford's ability to hire, do you have authorization to work indefinitely in the United States?  
If No Indicate your visa status: -

545 — **Candidate Job/Career Choices**

<u>Job Choices</u>	<u>Career Choices</u>
N/A	N/A
N/A	N/A
N/A	N/A

547 — **Employment History**

Figure 48



**Find Candidates(s)**

**Contact Information**

Last Name (s) (Lk)

First Name (s) (Lk)

Email (s) (Lk)

Candidate

Figure 49

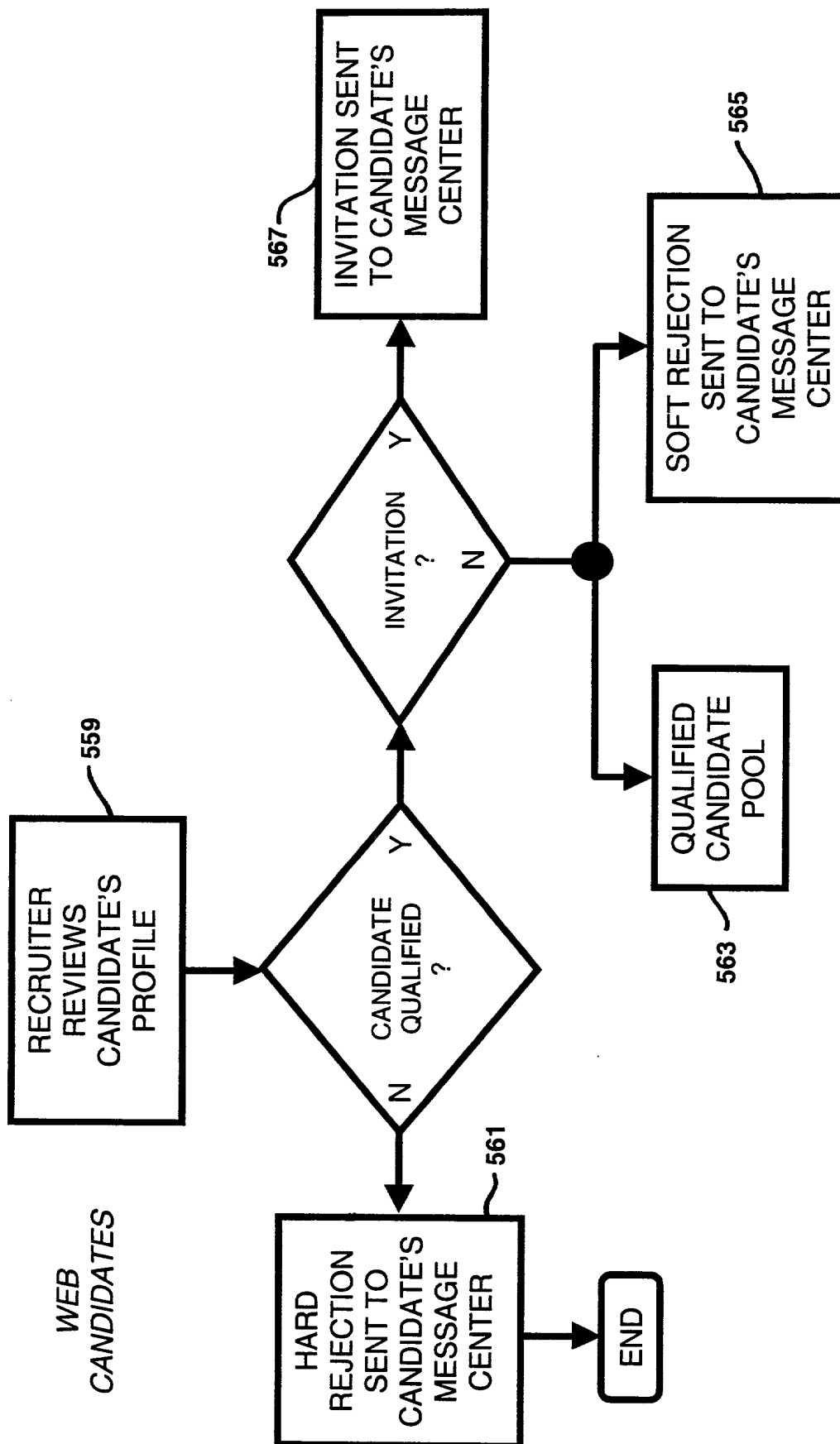


Figure 50

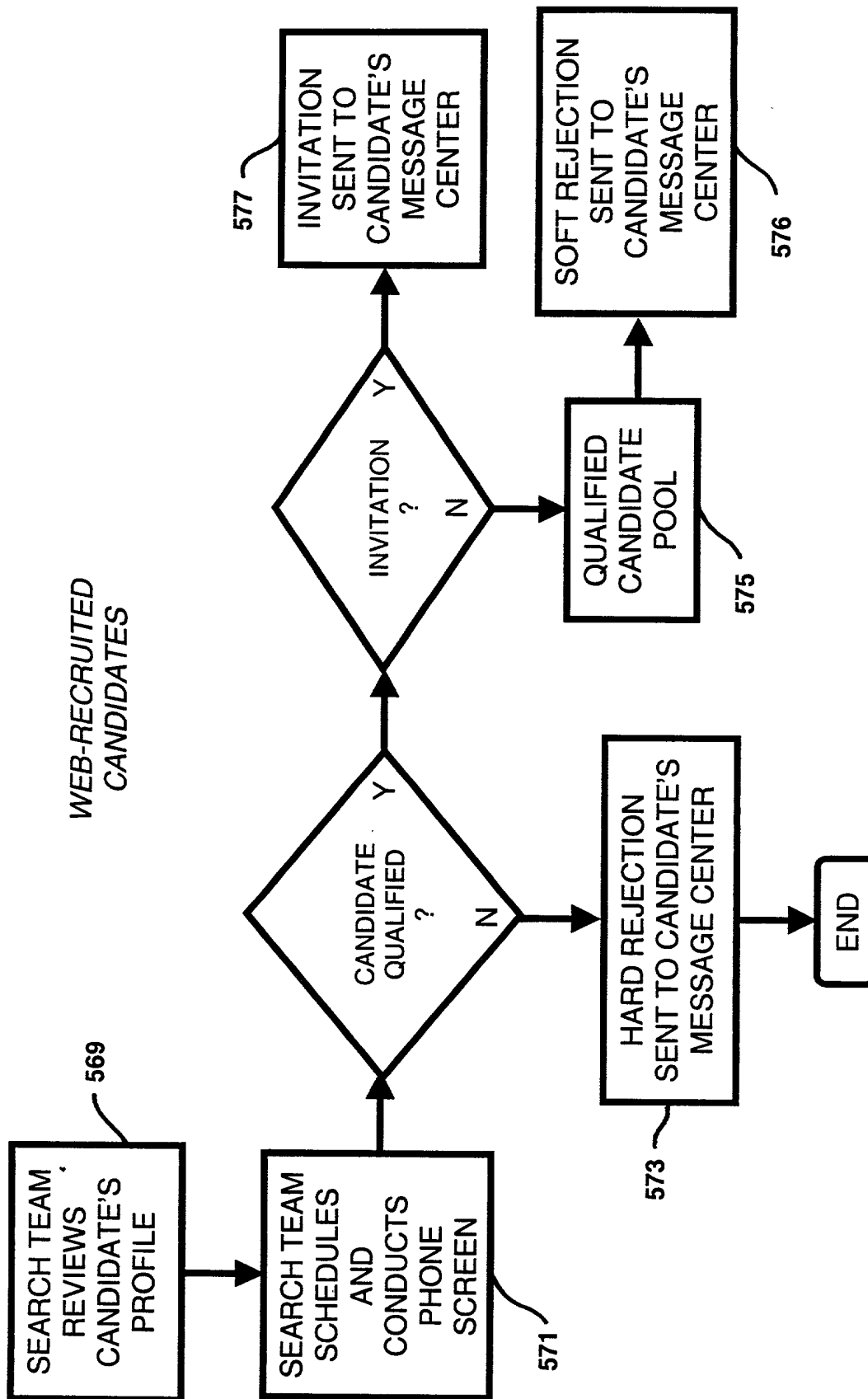


Figure 51

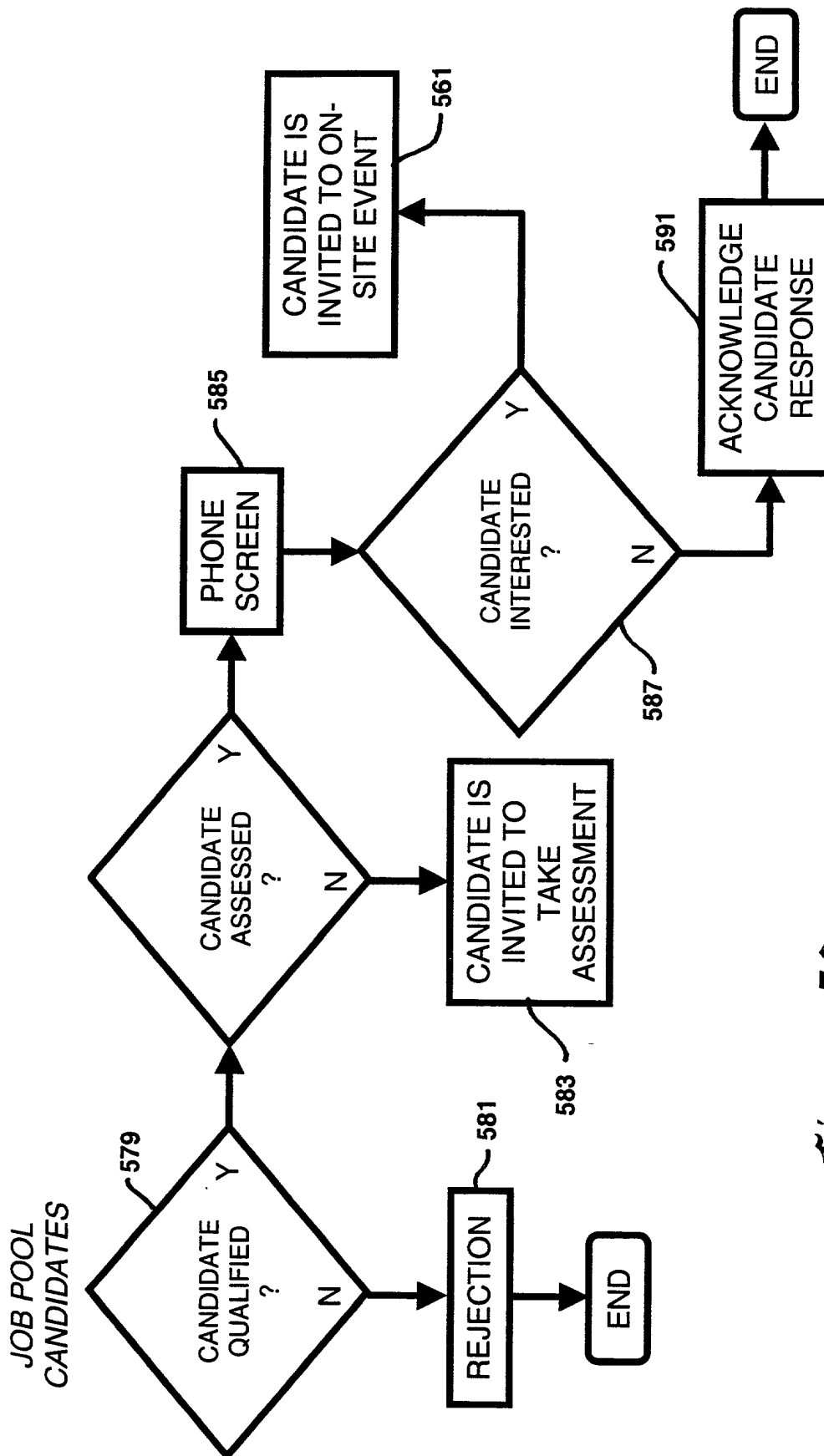


Figure 52

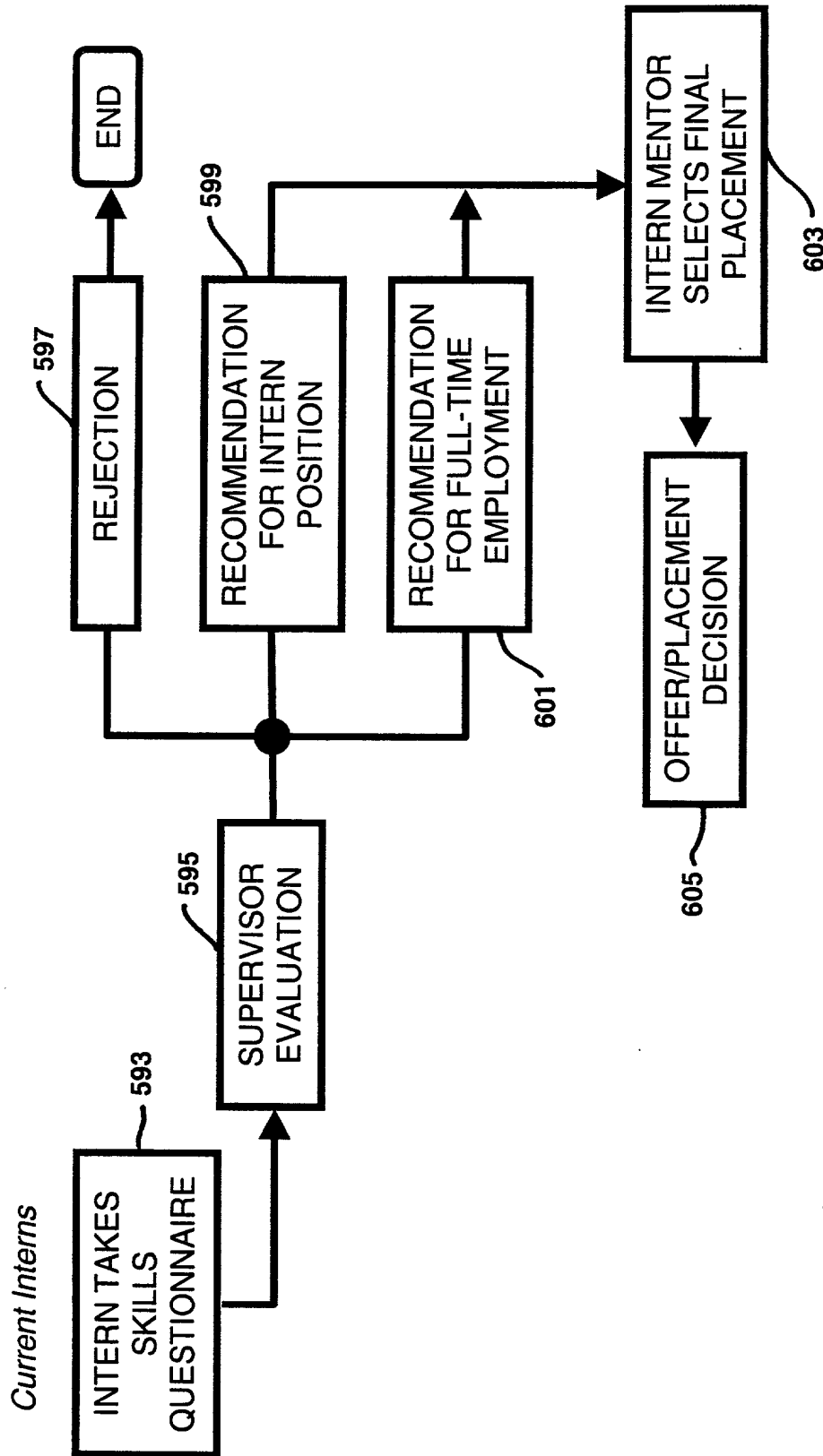


Figure 53

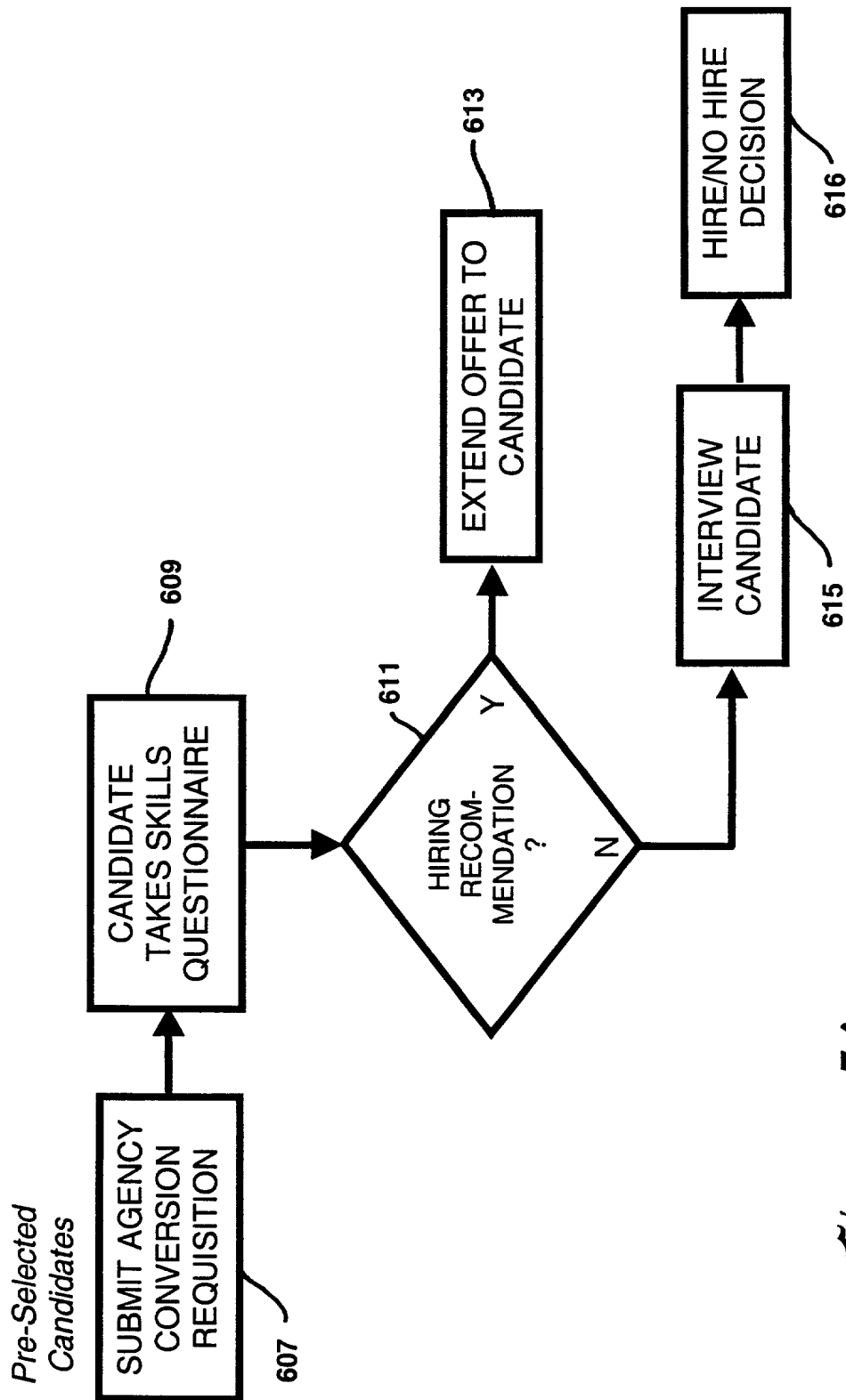


Figure 54

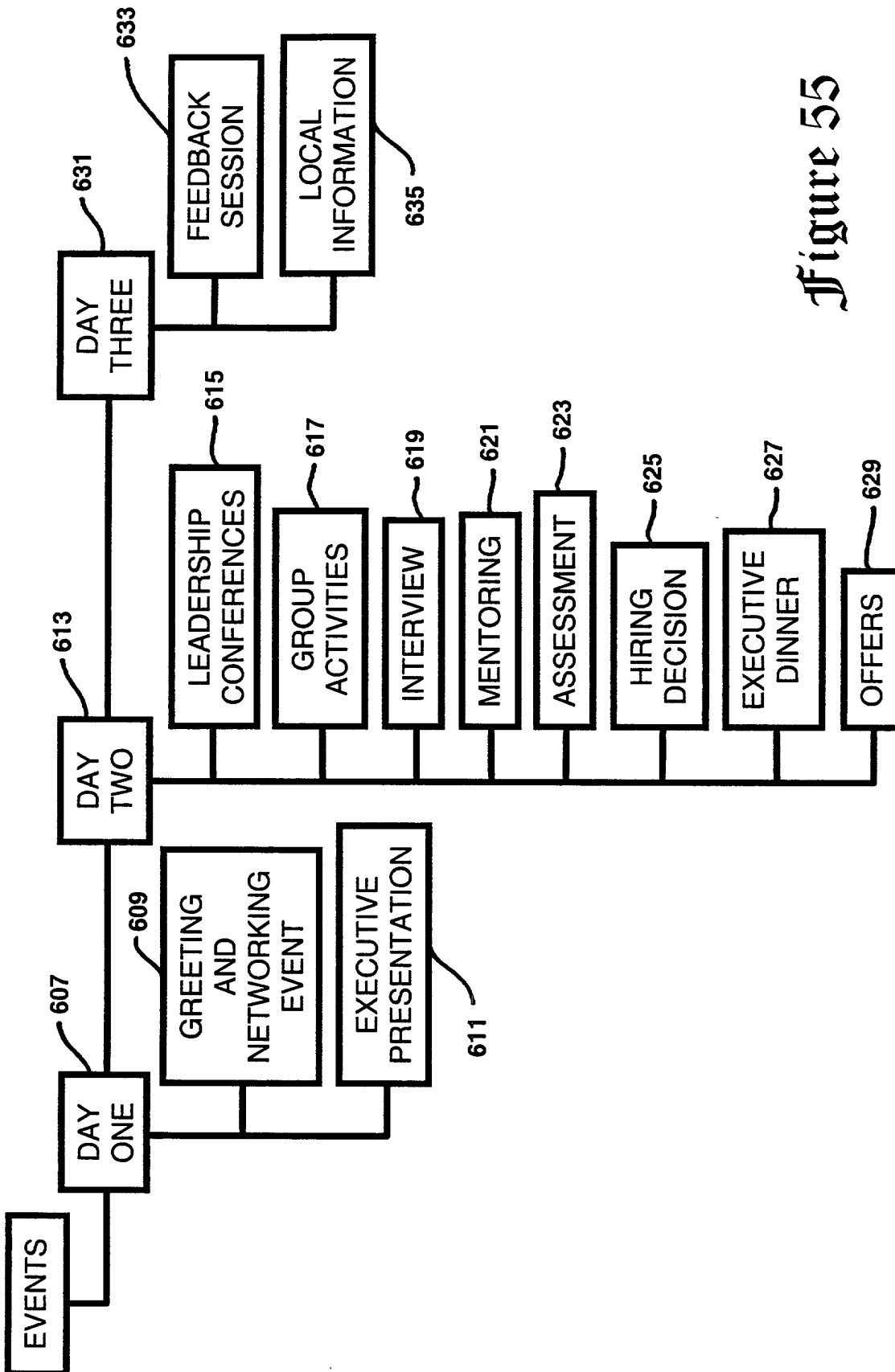


Figure 55

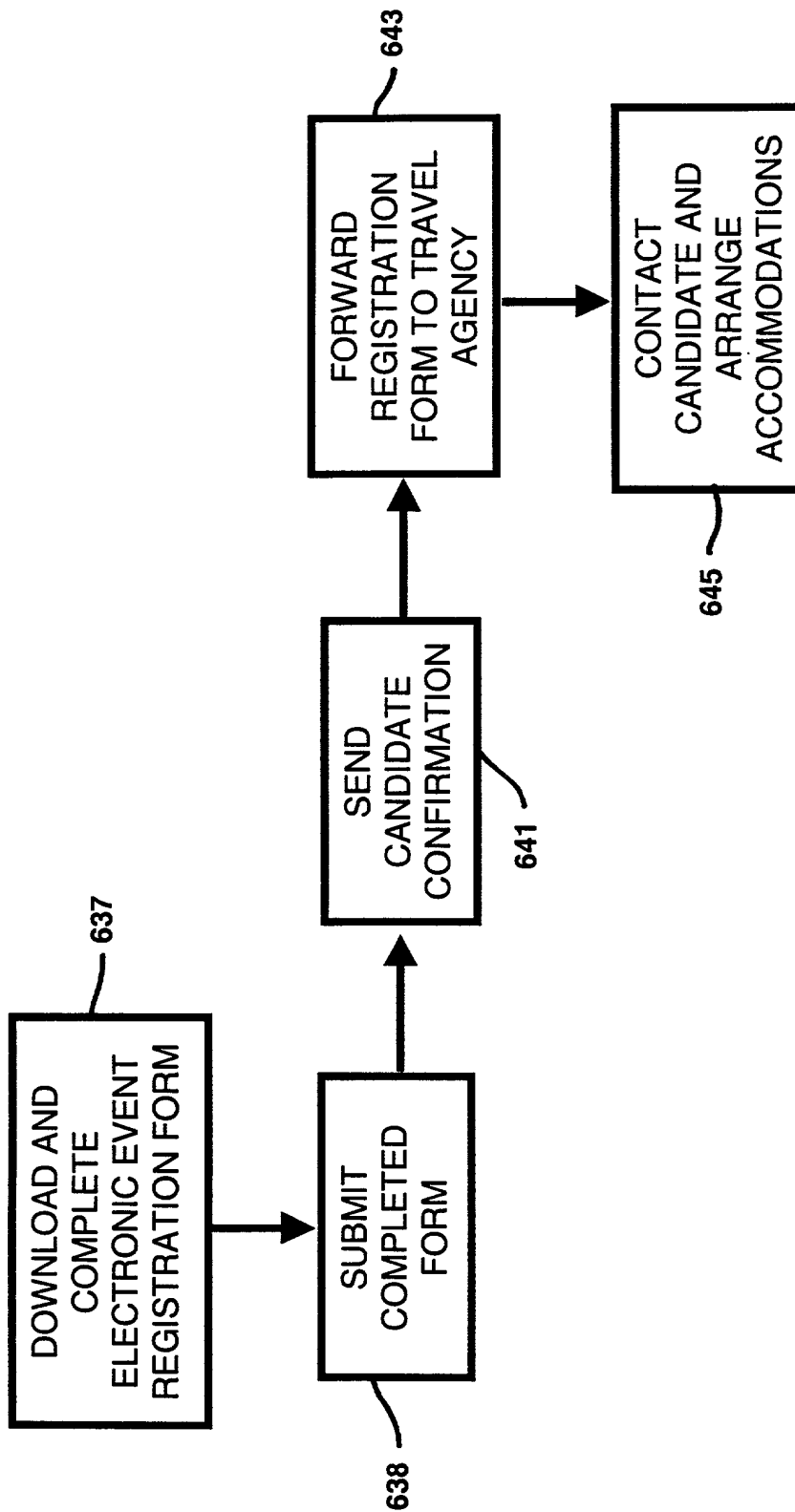


Figure 56



57/67

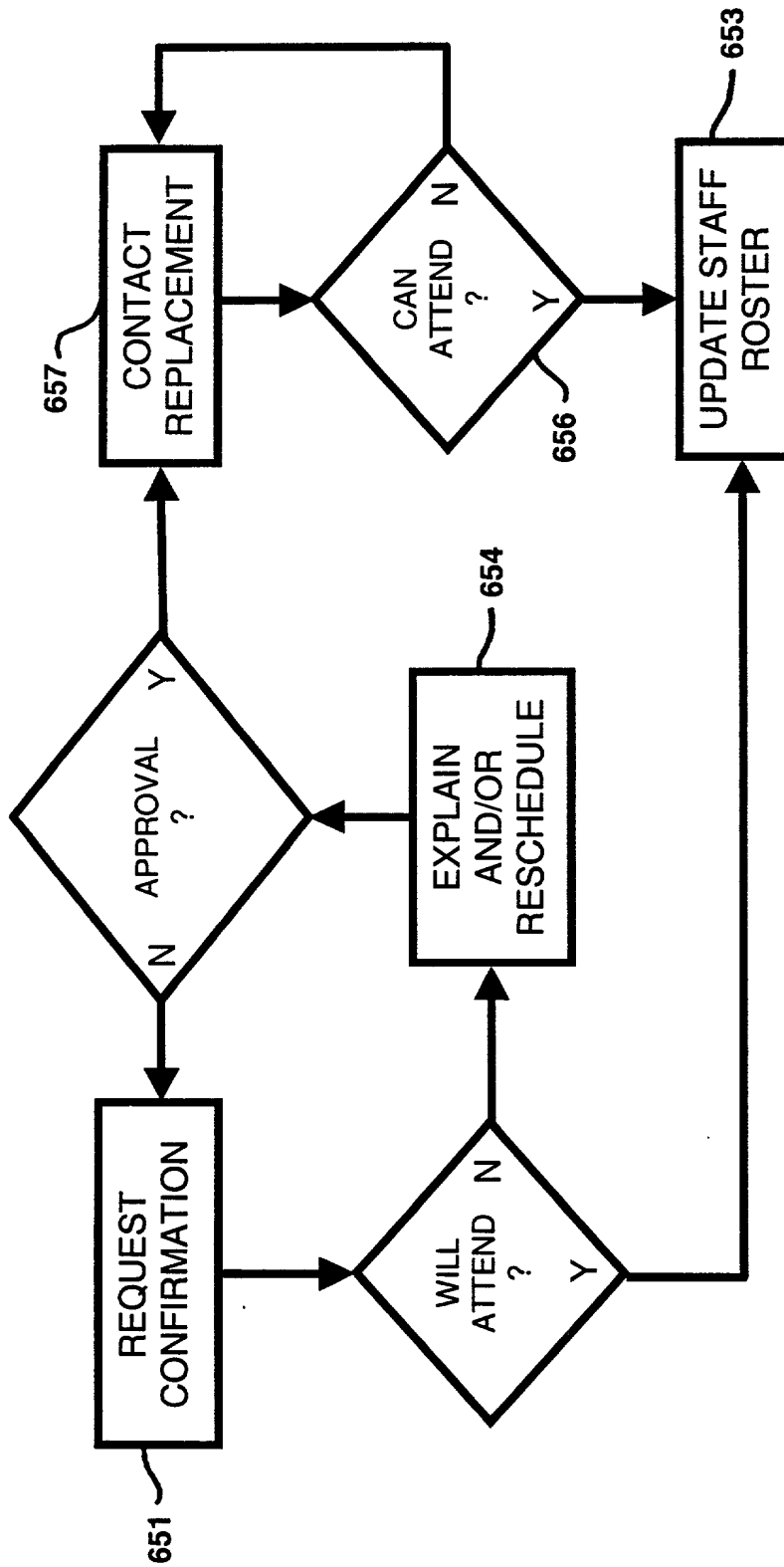


Figure 57

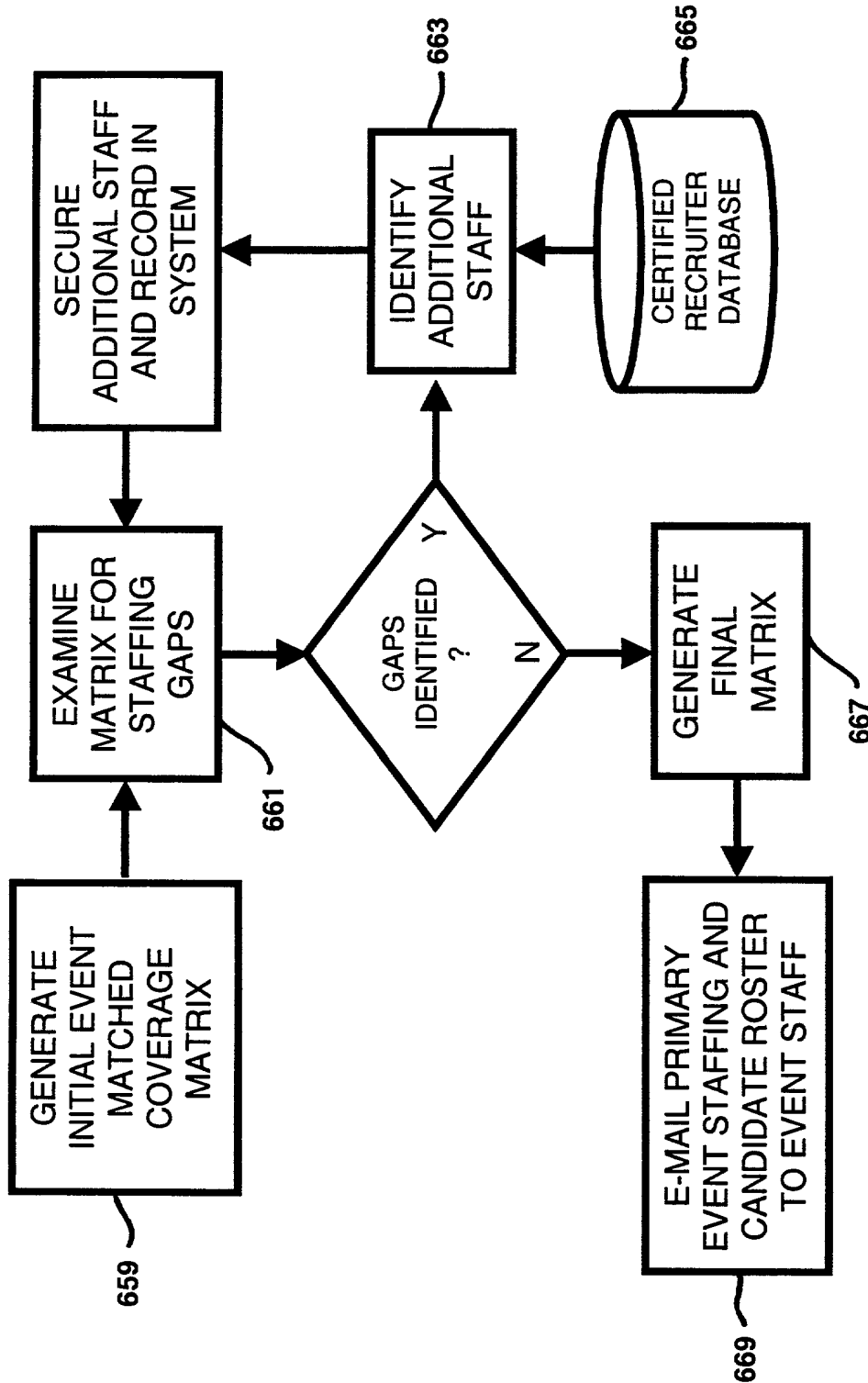


Figure 58

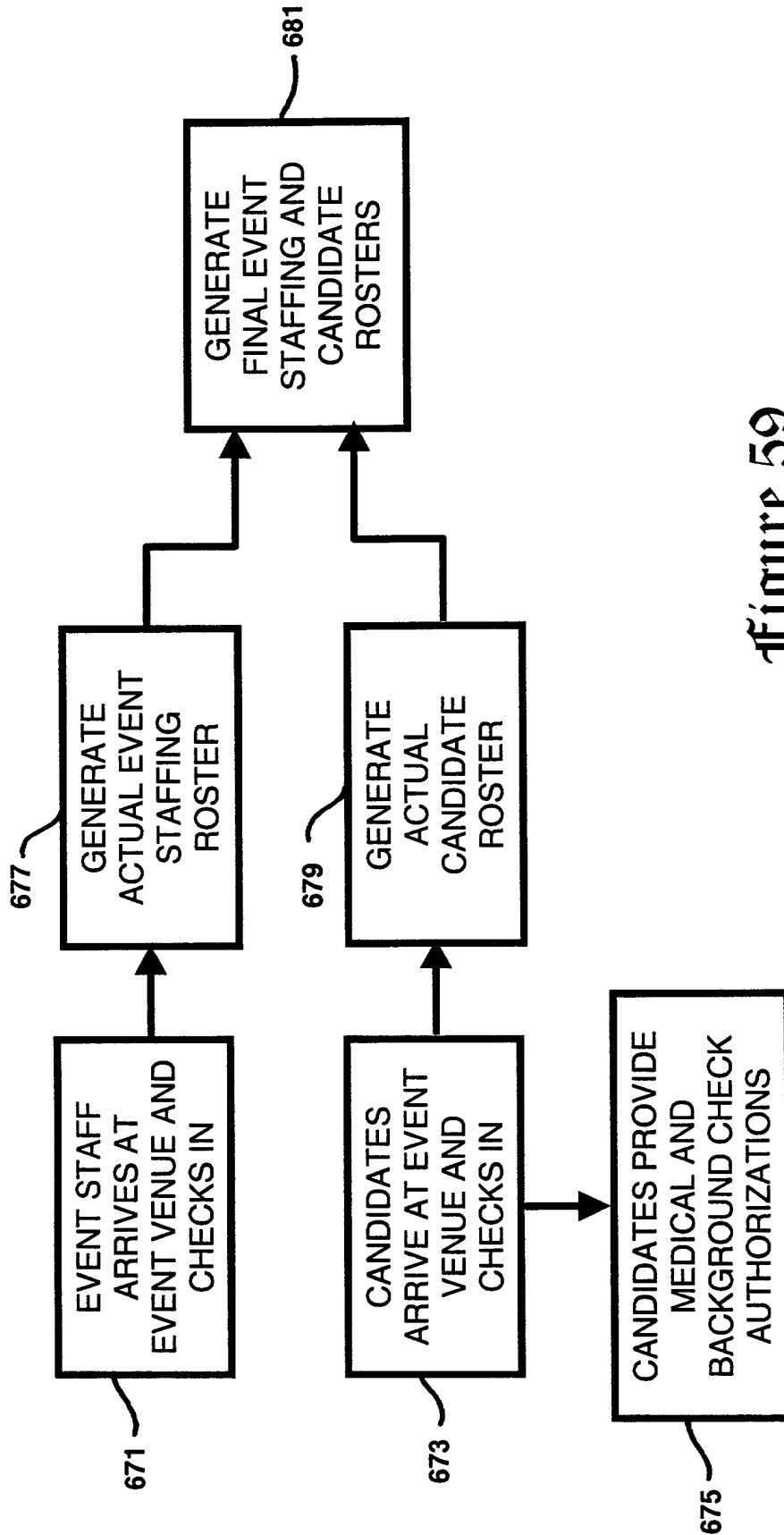


Figure 59

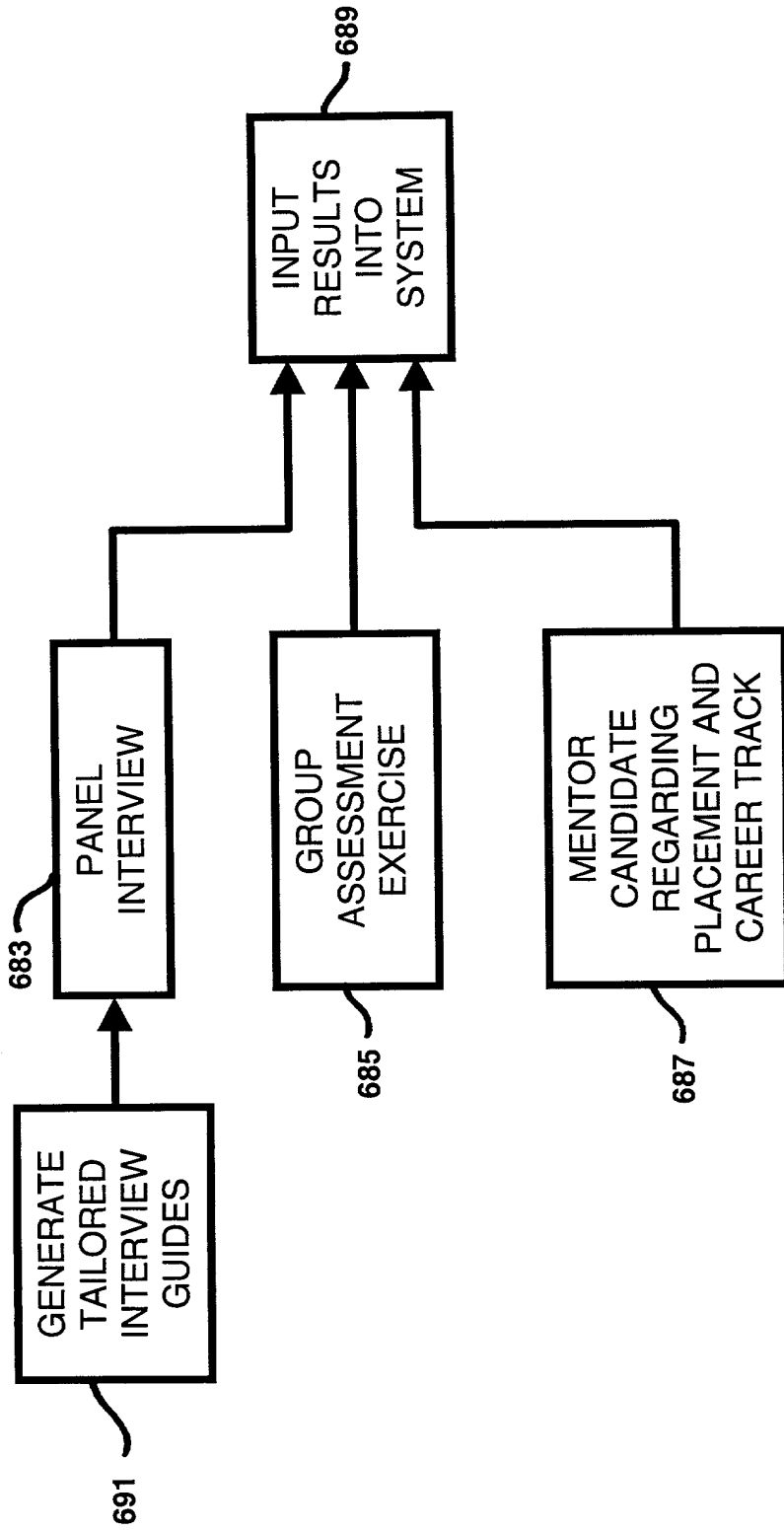


Figure 60

**Group Assessment Ratings Form**

**Delegate:**  **ADD NEW**

**Assessor:**  **ADD NEW**

**Business Acumen:**  ~ 693

**Develops Employees and Teams:**  ~ 695

**Connects with the Customer:**  ~ 697

**Drive for Results:**  ~ 699

\* Not applicable indicates the assessor was unable to rate the behavior.

**Offer Recommendation:**  ~ 701

**Rationale for Offer Recommendation (Mandatory)**  
(Please provide a behavioral rationale for why you would/would not recommend this delegate for an offer)

~ 703

**Save**

Figure 61

**Mentor Feedback**

Delegate: 709 Add New

Mentor: 705 Add New

Placement Recommendation: 709

Offer Comments: 707

709

705

707

Figure 62

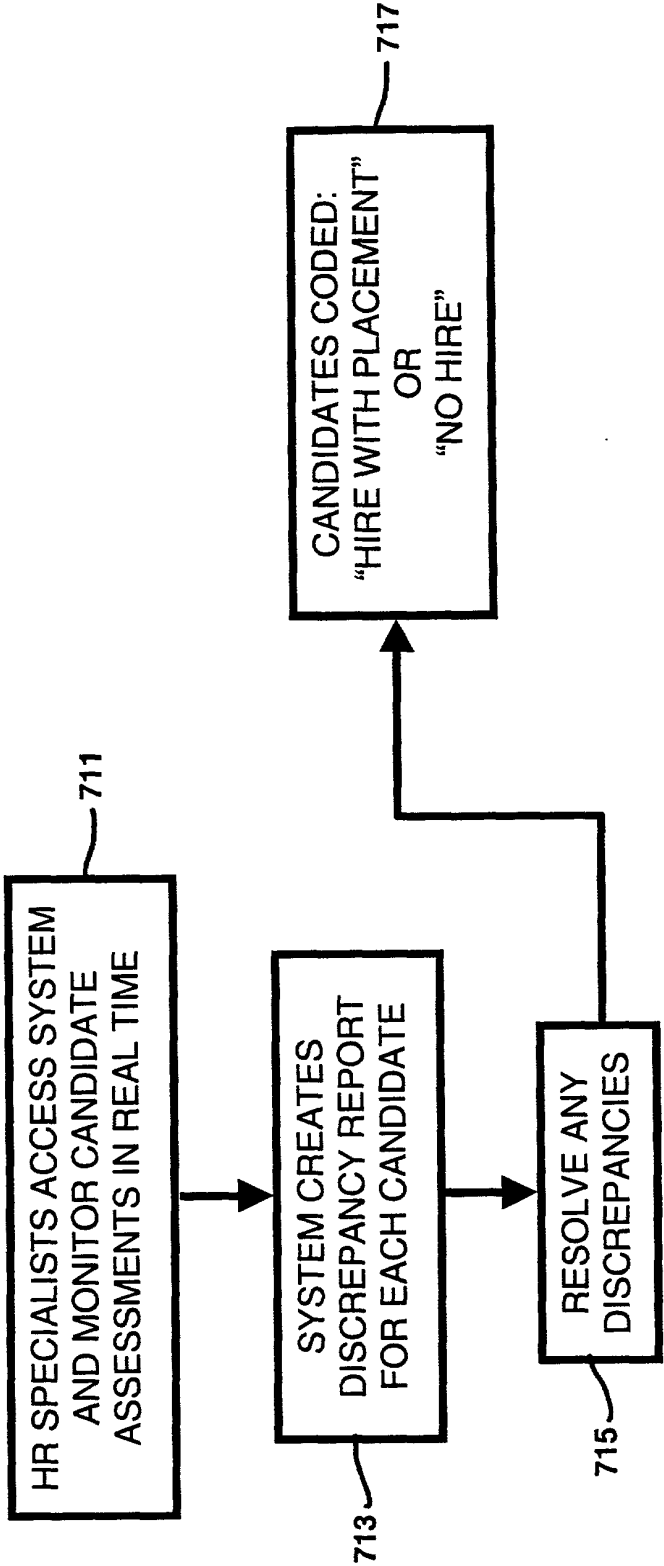


Figure 63

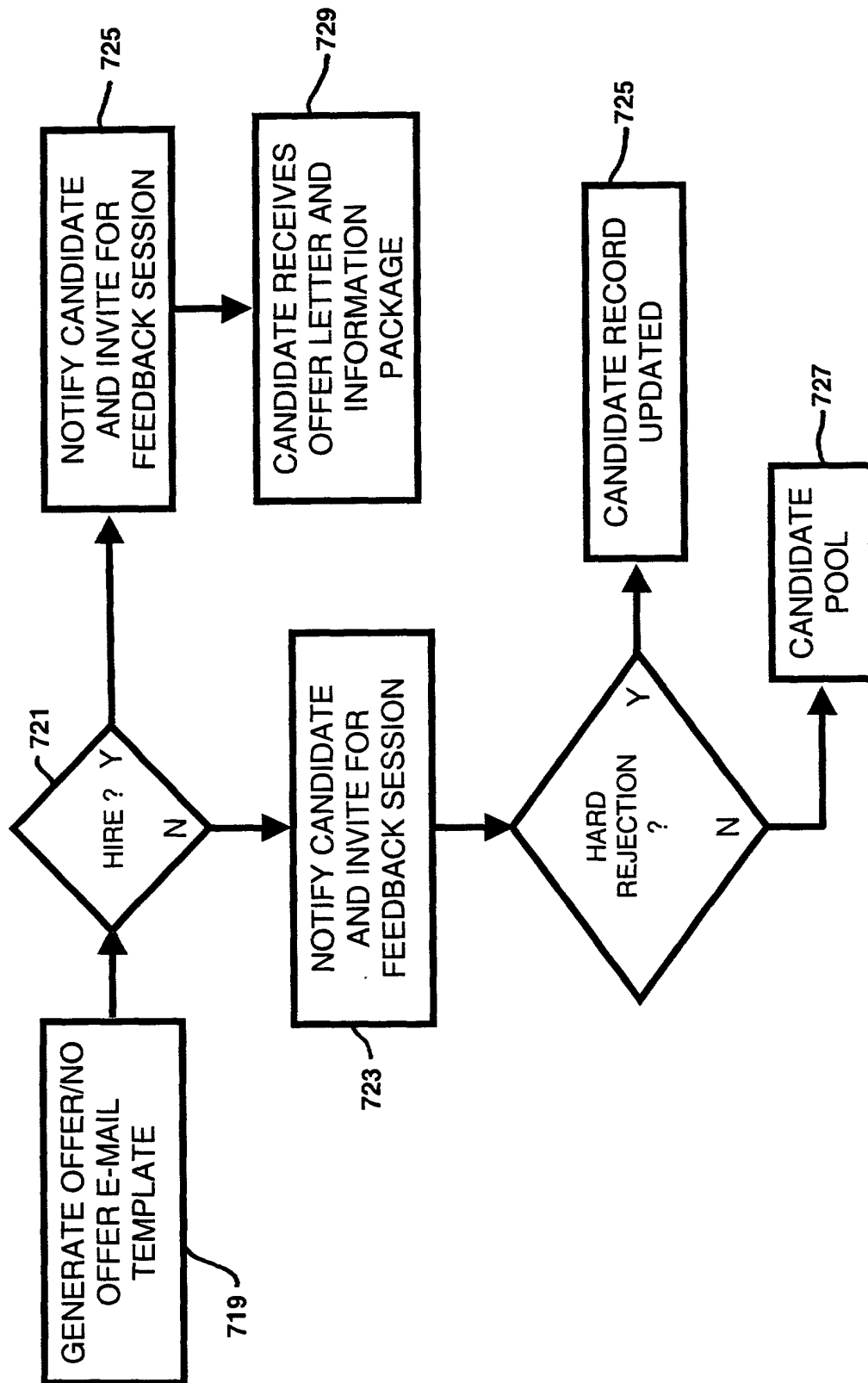


Figure 64



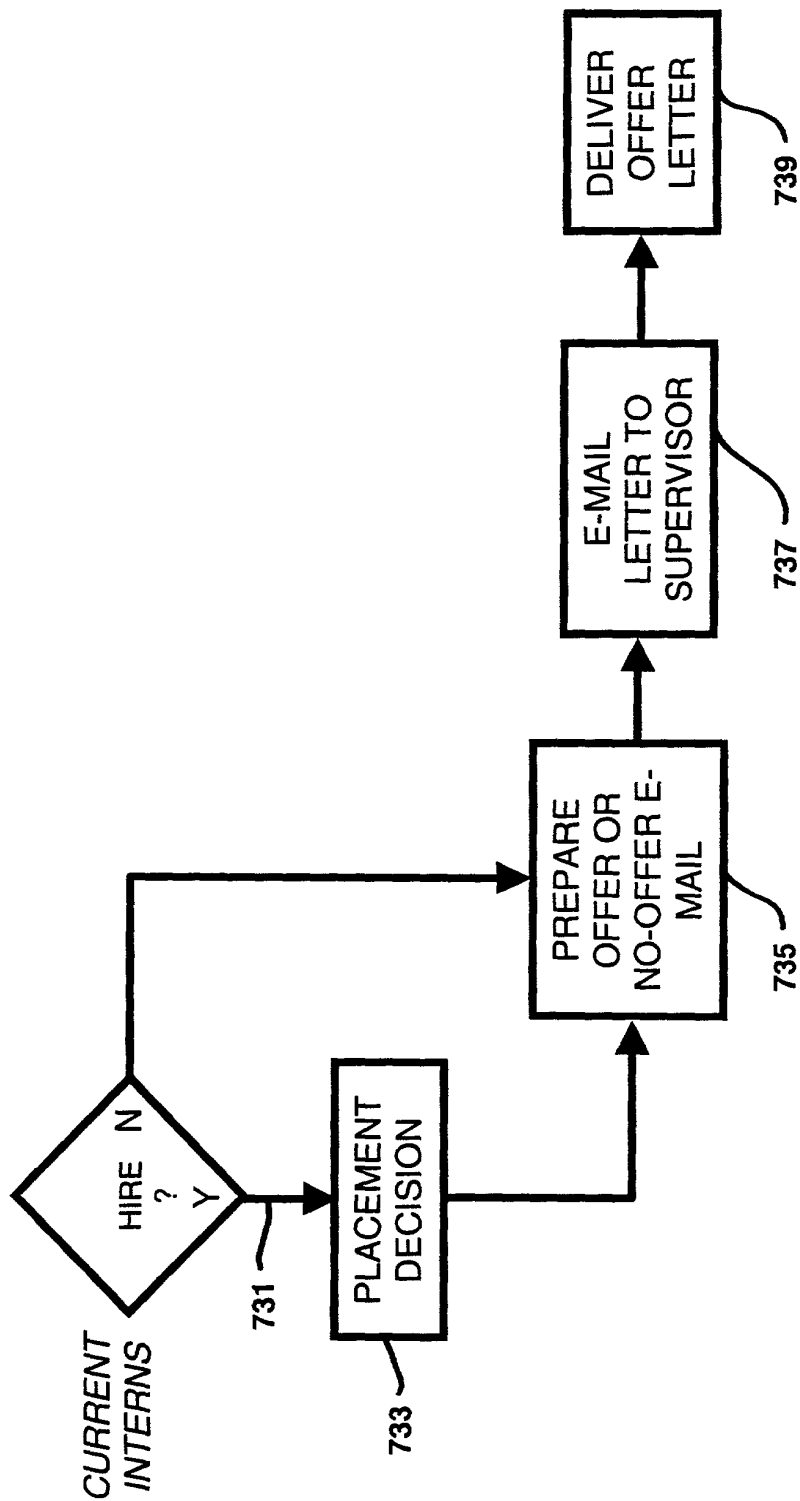


Figure 65

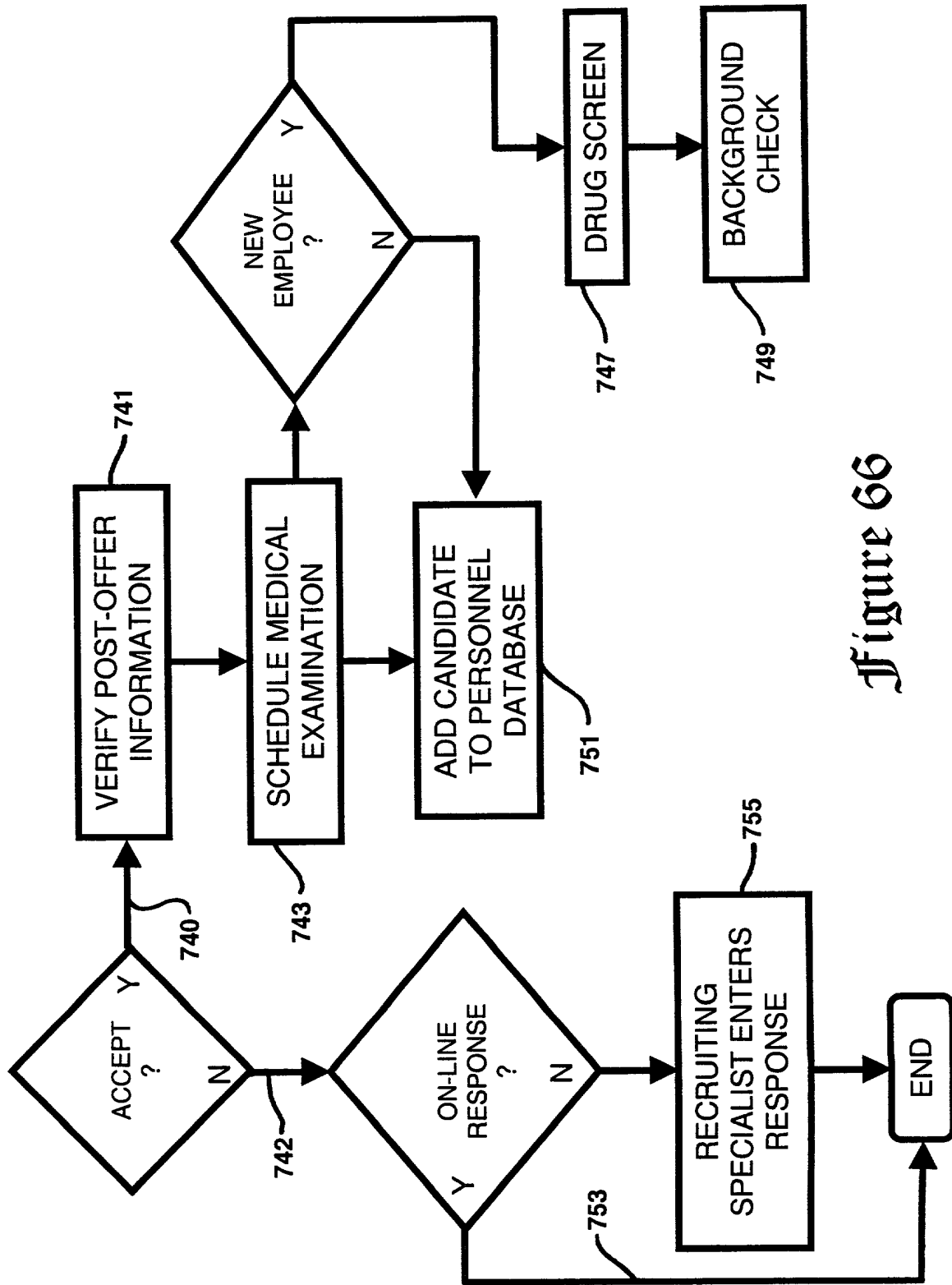


Figure 66

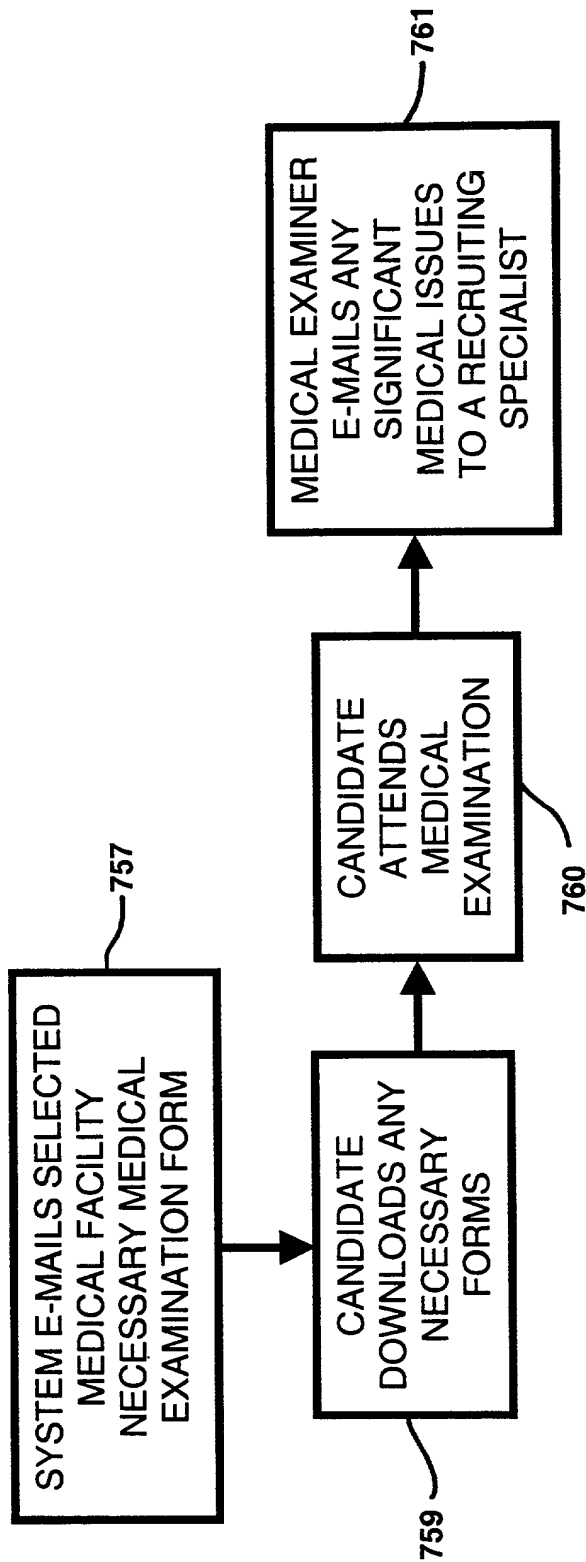


Figure 67